



CANADA

THE ABOUT AZETTE

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Trends in the Agricultural Labour Force (p. 1001)

Published Monthly by the
DEPARTMENT OF LABOUR
CANADA

Vol. LX No. 10
OCTOBER 31, 1960

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

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CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

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THE LABOUR FORCE

ECONOMICS AND RESEARCH BRANCH

Employment and Unemployment, September

The return of students to school and the completion of a large part of the harvest were the main developments affecting the labour force between mid-August and mid-September. The result was a large decrease in the size of the labour force, a somewhat smaller decrease in employment, and a moderate decline in unemployment.

In the week ended September 17, the labour force was estimated at 6,474,000, which is 183,000 higher than a year earlier but 149,000 lower than in mid-August. The estimate of employment was 6,147,000, which is 81,000 higher than in September 1959 but 124,000 lower than in August this year. Unemployment was estimated at 327,000, which is 25,000 lower than a month earlier but 102,000 higher than a year earlier.

During the August-September period, employment of persons under 20 years of age dropped by 170,000, a reflection of the withdrawal of students from summer employment. The main offsetting increase, amounting to 51,000, was among women over 25 years of age; the re-employment of married women in the service industry constituted a large part of this group. Smaller gains, such as those resulting from the resumption of automobile production, were overshadowed by these large seasonal movements. Agricultural employment decreased seasonally to about the same level as a year earlier.

Employment this September was higher than a year earlier by 81,000; this was a somewhat smaller margin over year-earlier figures than that registered in the early months of this year. Increased employment of women, particularly in trade and services of all kinds, was largely responsible for the growth over the year; the number of men employed was down slightly from a year earlier, the decrease occurring mainly in construction and manufacturing.

Employment was estimated at 6,147,000 in September, 6,271,000 in August and 6,066,000 in September 1959. The number of men employed was estimated at 4,512,000 in September, 4,633,000 in August and 4,532,000 in September last year; for women the comparable numbers were 1,635,000, 1,638,000 and 1,534,000.

The statement given here on the current manpower situation presents for the first time a national estimate of unemployment. Briefly, unemployment as now defined combines Labour Force Survey estimates of persons without jobs and seeking work and persons on temporary layoff. This definition, which is comparable to the one recommended by the International Labour Organization, was recommended by an interdepartmental committee on unemployment statistics (L.G., Apr. p. 348) and adopted by the Government earlier this month. Employment and unemployment estimates for previous months have been revised to conform to the new definition.

Between August and September, employment decreases were general west of the Atlantic region. Employment was higher than a year earlier in all regions except British Columbia, where lumbering and construction have been less active than last year; the effects of slackness in these industries outweighed the steady demand for office and sales workers. This demand was apparent in most parts of the country.

The regional breakdown of employment estimates was:

	September 1960	August 1960	September 1959
Atlantic	551,000	542,000	529,000
Quebec	1,699,000	1,745,000	1,688,000
Ontario	2,262,000	2,303,000	2,219,000
Prairies	1,104,000	1,136,000	1,090,000
Pacific	531,000	545,000	540,000

In the trade and service industries, a high rate of growth continued. In the third quarter, these industries employed 56,000 more men and 92,000 more women than last year. Large pulp-cutting programs in eastern Canada increased total employment in primary industries to a level slightly higher than a year ago. In construction and manufacturing, however, gains this summer were less than seasonal, and the third-quarter employment total in these two industries was down 74,000 from a year earlier.

Unemployment

The number unemployed decreased between August and September, in contrast to the increases that occurred in the two previous months. Most of the decrease, which amounted to 25,000, took place in the Ontario region, and was partly the result of the recall of automobile workers for production of new models.

Unemployment as a ratio of the total labour force was 5.1 per cent in September, 5.3 per cent in August and 3.6 per cent in September 1959. The September unemployment rate was higher than the national average in the Atlantic, Quebec and Pacific regions; it was considerably lower than the average in the Ontario and Prairie regions.

Of the 327,000 unemployed in September, 268,000 were men and 59,000 women. The number on temporary layoff, 22,000, was relatively high for this time of year.

There was little change in the duration of unemployment between August and September. About 70 per cent of the total without work and seeking work were unemployed for less than four months, 14 per cent for four to six months and 15 per cent for longer than six months.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	September 1960	September 1959	September 1960	September 1959	September 1960	September 1959
Metropolitan.....	1	—	6	2	5	10
Major Industrial.....	1	—	21	10	4	16
Major Agricultural.....	—	—	2	1	12	13
Minor.....	—	—	22	5	36	53
Total.....	2	—	51	18	57	92

CLASSIFICATION OF LABOUR MARKET AREAS—SEPTEMBER 1960

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	VANCOUVER-NEW WESTMINSTER ←	CALGARY ← Hamilton Montreal Quebec-Levis Toronto → WINDSOR	Edmonton Halifax Ottawa-Hull St. John's Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Oshawa	Brantford Corner Brook Cornwall Farnham-Granby Guelph Joliette Kingston Lac St. Jean Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Saint John Sarnia Shawinigan Sherbrooke Sydney TIMMINS- KIRKLAND LAKE ← Trois Rivières Victoria	Fort William-Port Arthur Kitchener London Sudbury	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agricultural)		Barrie Thetford-Megantic- St. Georges	Brandon Charlottetown → CHATHAM Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina → RIVIERE DU LOUP Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)		Belleville-Trenton Brampton Bridgewater Campbellton Central Vancouver Island Drummondville Fredericton Lindsay Newcastle Owen Sound Pembroke Prince George-Quesnel QUEBEC NORTH SHORE ← Rimouski Ste. Agathe-St. Jérôme St. Jean St. Stephen SAULT STE. MARIE ← Sorel ← TRURO ← Valleyfield Victoriaville	Bathurst Beauharnois Bracebridge → CHILLIWACK Cranbrook Dauphin Dawson Creek Drumheller Edmundston Galt Gaspé Goderich Grand Falls Kamloops Kentville Kitimat Lachute-St. Thérèse Listowel Medicine Hat Montmagny North Bay → OKANAGAN VALLEY Portage La Prairie Prince Rupert → ST. HYACINTHE St. Thomas Simcoe Stratford Summerside Swift Current Trail-Nelson Walkerton Weyburn Woodstock, N.B. Woodstock-Tillsonburg Yarmouth	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 983, September issue.

Current Labour Statistics

(Latest available statistics as of October 15, 1960)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Sept. 17	6,474,000	- 2.3	+ 2.9
Employed.....	Sept. 17	6,147,000	- 2.0	+ 1.3
Agriculture.....	Sept. 17	757,000	- 7.7	+ 0.9
Non-Agriculture.....	Sept. 17	5,390,000	- 1.1	+ 1.4
Paid Workers.....	Sept. 17	4,961,000	- 1.5	+ 1.2
At work 35 hours or more.....	Sept. 17	5,412,000	+ 2.4	+ 0.8
At work less than 35 hours.....	Sept. 17	544,000	+ 7.5	+ 5.8
Employed but not at work.....	Sept. 17	191,000	- 60.1	+ 5.5
Unemployed.....	Sept. 17	327,000	- 7.1	+ 45.3
Without work and seeking work.....	Sept. 17	305,000	- 5.3	+ 43.2
On temporary layoff up to 30 days.....	Sept. 17	22,000	- 26.7	+ 83.3
Registered for work, NES				
Atlantic.....	Sept. 15	35,600	+ 16.7	+ 41.7
Quebec.....	Sept. 15	110,200	+ 2.6	+ 47.1
Ontario.....	Sept. 15	139,100	- 3.3	+ 46.4
Prairie.....	Sept. 15	43,800	+ 17.4	+ 57.0
Pacific.....	Sept. 15	46,000	+ 2.7	+ 29.2
Total, all regions.....	Sept. 15	374,700	+ 3.0	+ 45.0
Claimants for Unemployment Insurance benefit.....	Aug. 31	280,195	- 4.7	+ 33.4
Amount of benefit payments.....	Aug.	\$21,356,560	+ 8.4	+ 62.7
Industrial employment (1949 = 100).....	July	121.9	- 0.9	- 1.0
Manufacturing employment (1949 = 100)....	July	110.2	- 1.8	- 1.8
Immigration.....	1st six mos.	58,041	-	+ 1.7
Destined to the labour force.....	1st six mos.	30,845	-	+ 4.4
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	September	52	+ 23.8	+ 57.6
No. of workers involved.....	September	11,877	+ 8.4	- 60.5
Duration in man days.....	September	114,610	- 11.3	- 59.4
<i>Earnings and Income</i>				
Average weekly wages and salaries(ind. comp.)	July	\$76.31	+ 0.8	+ 3.5
Average hourly earnings (mfg.).....	July	\$ 1.77	- 1.1	+ 3.5
Average hours worked per week (mfg.).....	July	40.6	+ 0.5	- 0.5
Average weekly earnings (mfg.).....	July	\$72.03	- 0.2	+ 3.0
Consumer price index (av. 1949 = 100).....	September	128.4	+ 0.4	+ 1.0
Real weekly earnings (mfg. av. 1949 = 100)....	July	134.9	- 0.5	+ 1.8
Total labour income.....\$000,000	July	1,565	- 0.9	+ 4.0
<i>Industrial Production</i>				
Total (average 1949 = 100).....	August	162.6	+ 0.6	- 0.4
Manufacturing.....	August	145.6	+ 1.3	- 1.4
Durables.....	August	135.9	- 3.4	- 2.5
Non-Durables.....	August	153.8	+ 5.0	- 0.7

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 983, September issue.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

During September, 76 major collective agreements covering approximately 230,000 workers were in various stages of negotiation. A further 10 major agreements were concluded to provide wage increases for more than 13,800 workers.

Collective bargaining was in progress during the month for the renewal of agreements covering loggers and lumber workers at various locations across Canada. In British Columbia the **International Woodworkers of America** were negotiating two agreements, one with **Interior Forest Labour Relations Association**, representing 34 firms in the southern interior of B.C., and the other with the **Northern Interior Lumbermen's Association**. A conciliation board that had been set up to help settle the outstanding issues between the union and the southern interior operators released a majority report, signed by the chairman and the companies' nominee, containing recommended settlement terms. It proposed that the parties sign a two-year agreement providing for a 6-cent-an-hour increase on September 1, 1960 and an additional 4 cents one year later, making the basic wage \$1.79 on September 1, 1961. The recommendations were accepted by the union but rejected by the Association, which maintained that the operators were unable to pay the new rates. They pointed out that lumber prices had dropped to the 1952 level, when the basic wage was \$1.30 an hour and the agreement allowed one paid statutory holiday annually compared with the current nine. However, the door was left open for further talks, and early in October it was reported that a compromise had been worked out.

A conciliation board was also set up in the dispute between the union and the Northern Interior Lumbermen's Association, which represents 38 employers. The majority report recommended a one-year agreement with a 6-cent-an-hour increase on September 1, 1960 and a further 2 cents effective March 1, 1961, at which time the basic rate would become \$1.77 per hour. In addition, the report proposed improved shift premiums and a third week of vacation for employees with five years of continuous service. By the end of September neither party had commented on the proposals.

In Ontario, approximately 16,000 bushworkers represented by the **United Brotherhood of Carpenters and Joiners of America** will be affected by the bargaining for new collective agreements with the woodland divisions of the major pulp and paper firms in the province. A key issue in the negotiations has been the union demand for a reduction in the 48-hour week to 40 hours without loss of pay. Direct bargaining between the union and a number of companies failed to bring about a settlement, and conciliation services were requested. Conciliation officers were brought into the talks with **Abitibi Power and Paper**, Port Arthur; **Great Lakes Paper**, Fort William; **Kimberley-Clark Spruce Falls Paper**, Kapuskasing and Longlac; **KVP Company**, Espanola; **Marathon Corporation**, Port Arthur; and **St. Lawrence Corporation**, Nipigon.

Early in October, a settlement between the **Seafarers' International Union** and the **Lake Carriers' Association** ended a short-lived strike and averted a threatened tie-up of approximately half of Canada's Great Lakes shipping fleet. Strike action, limited to the vessels of N. M. Paterson and Sons Limited, was

taken at the end of September after union members voted to reject a conciliation board's recommendations (L.G., June, p. 547; Aug., p. 769). The other four companies in the bargaining group thereupon announced that their fleets would be put out of service until the issues were settled. Within a few days vessels that reached terminal ports were tied up and the crews paid off. Had the tie-up been completed, some 1,600 crewmen and approximately 100 ships would have been affected, leaving Canada Steamship Lines and 11 smaller companies the only ones operating on the Great Lakes and inland waterways. Before the tie-up could make much headway, a compromise solution was worked out with the aid of a federal mediator, resulting in a two-year agreement that provided a 5-per-cent wage increase retroactive to July 15 of this year and a reduction in the work week from 48 hours to 44 hours effective during the 1961 shipping season, with special compensation for work done on Saturdays and legal holidays.

The **International Ladies' Garment Workers** signed new agreements with **Toronto's Dress and Sportswear Manufacturers' Guilds** similar to the one that gave the union's Montreal members a 37½-hour week effective in 1963. Following closely the pattern set in Montreal, the Toronto three-year agreements gave an immediate increase of \$4 weekly for cutters and \$3 weekly for hourly-paid workers. The 40-hour week will be reduced to 39 hours on January 1, 1962 and to 37½ hours a year later. Time workers will receive the same pay for the reduced hours as they had previously received for 40 hours; piece workers will get a 2½-per-cent increase on January 1, 1962 and 3½ per cent on January 1, 1963 to compensate for the lost working time. Other provisions include an increase in the employers' contribution to the severance pay fund, and an agreement by the manufacturers to place the union label on all dresses and sportswear.

Among the collective agreements due to terminate during the last quarter of 1960 is the first five-year agreement signed in 1955 between **Canadian General Electric** and the **United Electrical, Radio and Machine Workers**, representing 5,000 workers at the company's eight plants in Toronto, Peterborough and Guelph, Ont. Early in October the union reportedly formulated the terms for a new agreement and presented their proposals to the company. The new proposals contained provisions designed to protect the workers from the immediate effects of automation and technological change. To offset the loss of jobs through improved manufacturing methods, the union asked for a reduction in the current 40-hour work week with the same take-home pay. The extent of the reduced work week was not specified but was left open for negotiation. In addition, they proposed that the company provide the necessary training required to qualify employees for newly created jobs arising out of automated processes and improved manufacturing methods.

For the forthcoming negotiations the union served notice that they will not ask for a five-year agreement as previously, but rather will seek a one-year term. The union proposed that the 9-per-cent cost-of-living bonus arising out of the expiring agreement be incorporated into the established rates and that, in addition, wages be increased by 15 cents an hour. Another demand was that the employer pay the entire cost of the hospital plan, eliminating the deductible feature whereby employees paid the first \$50 of medical costs. In addition, the union requested that the vacation plan be altered to provide two weeks with pay after one year of service, three weeks after 10 years and four weeks after 20 years. After receipt of the union's proposals, the company was expected to arrange for meetings in October to discuss terms for a new agreement.

The 39th CCCL convention, held in Montreal at the end of September, approved a resolution that changed the name of the Canadian and Catholic Confederation of Labour to the Confederation of National Trade Unions (*Confédération des Syndicats nationaux*). Accordingly, beginning with this issue, the initials CNTU instead of CCCL will be used in the Collective Bargaining Scene (below) to indicate affiliation.

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During October, November and December (except those under negotiation in September)

Company and Location	Union
Aluminum Co., Kingston, Ont.	Steelworkers (AFL-CIO/CLC)
Association Patronale des Mfrs. de Chaussures, Québec, P.Q.	Leather and Shoe Wkrs. Federation (CNTU)
Bell Telephone, Que. & Ont.	Canadian Telephone Empl. (Ind.) (clerical empl.)
Bell Telephone, Ont. & Que.	Canadian Telephone Empl. (Ind.) (equip. salesmen)
Bell Telephone, Que. & Ont.	Canadian Telephone Empl. (Ind.) (plant dept.)
Bell Telephone, Ont. & Que.	Traffic Empl. (Ind.)
B.C. Hotels Assoc., New Westminster, Burnaby, Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assoc., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dis- pensers)
British Rubber, Lachine, Que.	CLC-chartered local
Calgary Power, Calgary, Alta.	Empl. Assoc. (Ind.)
Cdn. General Electric, Toronto, Peterborough & Guelph, Ont.	U.E. (Ind.)
Cdn. Kodak, Mount Dennis, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Lithographers Assoc., eastern Canada	Lithographers (CLC)
Canadian Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)
City of Calgary, Alta.	Public Empl. (CLC) (clerical empl.)
City of Calgary, Alta.	Public Empl. (CLC) (outside wkrs.)
City of Edmonton, Alta.	I.B.E.W. (AFL-CIO/CLC)
City of Edmonton, Alta.	Public Empl. (CLC) (clerical empl.)
City of Edmonton, Alta.	Public Empl. (CLC) (outside wkrs.)
City of Montreal, Que.	Public Service Empl. (CLC) (manual wkrs.)
City of Vancouver, B.C.	Civic Empl. (Ind.) (outside wkrs.)
City of Vancouver, B.C.	Public Empl. (CLC) (inside wkrs.)
City of Winnipeg, Man.	Fire Fighters (AFL-CIO/CLC)
Davie Shipbuilding, Lauzon, Que.	Metal Trades' Federation (CNTU)
G. T. Davie & Sons, Lauzon, Que.	Metal Trades' Federation (CNTU)
De Havilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC) (office wkrs.)
Dosco Fabrication Divs., Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Carpenters (AFL-CIO/CLC)
Food Stores (various), Winnipeg, Man.	Retail Clerks (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Assoc., Winnipeg, Man.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Lakehead Term. Elevators Assoc., Fort William, Ont.	Railway Clerks (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Malartic Gold Fields, Halet, Que.	Steelworkers (AFL-CIO/CLC)
Marine Industries, Sorel, Que.	Metal Trades' Federation (CNTU)
Maritime Tel. & Tel. & Eastern Electric, com- pany-wide	I.B.E.W. (AFL-CIO/CLC)
Miner Rubber, Granby, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Miramichi Lumber, Chatham Industries & others, Miramichi Ports	Miramichi Trades & Labour (Ind.)
Northwestern Utilities, Edmonton, Alta.	Empl. Assoc. (Ind.)
Northwest Industries, Edmonton, Alta.	Machinists (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont.	U.E. (Ind.)
Prov. Hospitals, Weyburn, North Battleford, Moose Jaw, Sask.	CLC-chartered local (hospital empl.)
Rock City Tobacco, Quebec, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
St. Lawrence Seaway Authority	Railway, Transport and General Wkrs. (CLC)
Shipping Federation of Can., Halifax, N.S.	I.L.A. (CLC)
Shipping Federation of Can., Saint John, N.B.	I.L.A. (CLC)
Shipping Federation of Can., Montreal, Que.	I.L.A. (CLC)
Thompson Products, St. Catharines, Ont.	Empl. Assoc. (Ind.)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)

Company and Location	Union
Toronto Telegram, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto Western Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)

Part II—Negotiations in Progress During September

Bargaining

Company and Location	Union
Aluminum Co., Ile Maligne, Que.	Metal Trades' Federation (CNTU)
Aluminum Co., Shawinigan, Que.	Metal Trades' Federation (CNTU)
Assoc. Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Cdn. Car & Foundry, Montreal, Que.	Railway Carmen (AFL-CIO/CLC)
Can. Steamship Lines, Ont. and Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. Tube & Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Cdn. Westinghouse, Three Rivers, Que.	I.B.E.W. (AFL-CIO/CLC)
City of Montreal, Que.	C.N.T.U. chartered local (office wks.)
City of Montreal, Que.	Fire Fighters (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wks. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mère, Que.	Pulp and Paper Mill Wks. (AFL-CIO/CLC)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp and Paper Wks. Federation (CNTU)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wks. (AFL-CIO/CLC)
Crown Zellerbach, Richmond, B.C.	Pulp & Paper Mill Wks. (AFL-CIO/CLC)
Dominion Coal, Sydney, N.S.	Mine Wks. (Ind.)
Dominion Corset, Quebec, Que.	Empl. Assoc. (Ind.)
Dow Chemical, Sarnia, Ont.	Oil Wks. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
General Steelwares, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Goodyear Cotton, St. Hyacinthe, Que.	Textile Federation (CNTU)
Great Western Garment, Edmonton, Alta.	United Garment Wks. (AFL-CIO/CLC)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S.	Marine Wks. (CLC)
Hôpital Hôtel-Dieu, Montreal, P.Q.	Service Empl. Federation (CNTU)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Imperial Tobacco & subsidiaries, Granby, Que.	Tobacco Wks. (AFL-CIO/CLC)
Maritime Telegraph & Telephone, company-wide	I.B.E.W. (AFL-CIO/CLC)
Molson's Brewery, Montreal, Que.	Empl. Assoc. (Ind.)
Northern Electric, Toronto, Ont.	Communications Wks. (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wks. (Ind.)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Printing Industries Council, Toronto, Ont.	Photo Engravers (AFL-CIO/CLC)
Saguenay Terminals, Port Alfred, Que.	Metal Trades' Federation (CNTU)
Sask. Govt. Telephone, province-wide	Communications Wks. (AFL-CIO/CLC)
Shipbuilders (various), Vancouver & Victoria, B.C.	Various unions
Wabasso Cotton, Three Rivers, Shawinigan & Grand'Mère, Que.	United Textile Wks. (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Abitibi Power & Paper, Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wks. (AFL-CIO/CLC) and others
Canadian Car, Fort William, Ont.	Auto Wks. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wks. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Carpenters (AFL-CIO/CLC)
Kimberley-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (AFL-CIO/CLC)
KVP Company, Espanola, Ont.	Carpenters (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
John Murdoch, St. Raymond, Que.	Woodcutters, Farmers Union (Ind.)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (AFL-CIO/CLC)
Shipbuilders (various), Vancouver & Victoria, B.C.	Shipyards Workers (CLC)
T.C.A., company-wide	Air Line Flight Attendants (CLC)

Conciliation Board

Aluminum Co., Arvida, Que.	Metal Trades' Federation (CNTU)
Canada Paper, Windsor Mills, Que.	Pulp and Paper Wks. Federation (CNTU)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
City of Toronto, Ont.	Public Empl. (CLC) (outside staff)
Coal Operators' Assoc., western Canada	Mine Wks. (Ind.)

Company and Location	Union
Dom. Oilcloth & Linoleum, Montreal, Que.	CNTU-chartered local
Drumheller Coal Operators' Assoc., Alta.	Mine Wkrs. (Ind.)
Fraser Cos., Edmundston, N.B.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Interior Lumber Mfrs. Assoc., southern B.C.	Woodworkers (AFL-CIO/CLC)
Kelvinator of Can., London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Metropolitan Toronto, Ont.	Public Empl. (CLC)
Northern Interior Lumbermen's Assoc. B.C.	Woodworkers (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.	Pulp and Paper Wkrs. Federation (CNTU)
Township of Scarborough, Ont.	Public Empl. (CLC)

Post-Conciliation Bargaining

Association des Marchands Détaillants (Auto-Voiture), Québec, P.Q.	CNTU-chartered local
CNR, CPR, other railways	15 unions (non-operating empl.)
Hotel Mount Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Lake Carriers Assoc., eastern Canada	Seafarers (AFL-CIO)

Arbitration

City of Quebec, Que.	Municipal and School Empl. (Ind.) (inside wks.)
City of Quebec, Que.	Municipal and School Empl. (Ind.) (outside wks.)

Work Stoppage

Dominion Bridge, Lachine, Que.	Steelworkers (AFL-CIO/CLC)
Lake Carriers Assoc., eastern Canada (N. M. Paterson only)	Seafarers (AFL-CIO)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)

Part III—Settlements Reached During September

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

BATA SHOE, BATAWA, ONT.—SHOE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—2¢-an-hr. increase effective Sept. 28, 1960, plus an additional 3¢-an-hr. effective Sept. 23, 1961 for hourly wks.; all piece work rates increased by 2%; 3 wks. vacation after 15 yrs. of service (formerly 2 wks. and 3 days after 15 yrs.).

CBC, COMPANY-WIDE—MOVING PICTURE MACHINE OPERATORS (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—retroactive pay of \$200 per empl. pro-rated on the basis of length of service in the bargaining unit since June 1, 1959; plus a general increase of 5% on basic wages eff. upon ratification of agreement; an additional 4% general increase on basic wages eff. June 1, 1961; in addition to the increases certain categories will receive adjustments ranging from 1% to 5%.

DOM. ENGINEERING WORKS, LACHINE, QUE.—MACHINISTS (AFL-CIO/CLC): 1-yr. agreement covering 900 empl.—a lump sum payment of \$20 in lieu of retroactive pay for all empl. who have been in continuous employment since March 28, 1960; eff. Sept. 10, 1960 all empl. will receive an increase averaging 6¢ an hr.; eff. Sept. 10, 1960 the work wk. was reduced from 41½ hrs. to 40 hrs. without change in take-home pay.

DRESS MFRS. GUILD (DRESSES) TORONTO, ONT.—LADIES' GARMENT WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 1,100 empl.—increases ranging from \$3 to \$4 per wk. for hourly wks.; a general increase of 7% for piece wks.; two-stage reduction in work wk., the first eff. Jan. 1, 1962 from 40 to 39 hrs., the second eff. Jan. 1, 1963 to 37½ hrs., both reductions without change in take-home pay; 1 extra paid statutory holiday making a total of 6 per yr.

DRESS MFRS. GUILD (SPORTSWEAR), TORONTO, ONT.—LADIES' GARMENT WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 2,000 empl.—increases ranging from \$3 to \$4 per wk. for hourly wks.; a general increase of 7% for piece wks.; two-stage reduction in work wk., the first eff. Jan. 1, 1962 from 40 to 39 hrs., the second eff. Jan. 1, 1963 to 37½ hrs., both reductions without change in take-home pay; 1 extra paid statutory holiday making a total of 6 per yr.

K.V.P. COMPANY, ESPANOLA, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC): 1-yr. agreement covering 650 empl.—increases ranging from 11¢ to 15¢ an hr. retroactive to May 1, 1960; an additional increase ranging from 4¢ to 5¢ an hr. eff. Nov. 1, 1960; special leave with pay up to 3 days in the event of a death in the immediate family of the empl.

NEW BRUNSWICK TELEPHONE, COMPANY-WIDE—I.B.E.W. (AFL-CIO/CLC) (TRAFFIC DEPT.): 2-yr. agreement covering 700 empl.—an immediate increase of \$2.50 per wk.; an additional increase of \$1.75 per wk. eff. July 31, 1961; time-and-one-half to be paid in addition to straight time for empl. working on statutory holidays.

PHILLIPS ELECTRICAL, BROCKVILLE, ONT.—I.U.E. (AFL-CIO/CLC): 2-yr. agreement covering 900 empl.—settlement terms not yet available.

POWER SUPER MARKETS, TORONTO, ONT.—BUTCHER WORKMEN (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—increase of \$4 per wk. retroactive to May 1, 1960; an additional increase of \$2 per wk. eff. May 1, 1961 plus an additional \$1 per wk. eff. Jan. 1, 1962; hrs. reduced from 43 to 42 hrs. without change in take-home pay; 4 wks. vacation after 23 yrs. of service (formerly 4 wks. after 25 yrs.).

SASKATCHEWAN GOV'T.—SASKATCHEWAN CIVIL SERVICE (CLC): 1-yr. agreement covering 5,000 empl.—adjustments given to individual classifications averaging approx. 3 per cent.

NOTES OF CURRENT INTEREST

Prime Minister Conferring with Business, Industry, Farm and Labour Leaders on Unemployment Problem

Before the next session of Parliament begins, on October 28, Prime Minister Rt. Hon. John Diefenbaker will confer with representatives of business, industry, farm, labour and other leaders to learn their views on ways to combat unemployment in Canada. The plans were announced during a nation-wide television appearance last month of the Prime Minister.

In his speech, Mr. Diefenbaker noted that the Government currently is attacking the unemployment problem on three main fronts:

1. By providing the maximum of assistance to those who are actually unemployed;
2. By creating new jobs through direct federal projects, separately, as well as in co-operation with the provinces and municipalities;

3. By seeking out the underlying causes "of this phenomenon of unemployment in a period of economic progress and to take whatever action offers a reasonable hope of increasing the jobs provided by the whole economy to meet the requirements of all who wish to work . . ."

He then explained in detail the actions of the federal Government toward relieving unemployment.

"In the matter of direct assistance to the unemployed, we have extended unemployment insurance coverage by including fishermen, married women and others under its benefits, by the extension of seasonal benefits and other measures which have increased both the numbers of persons entitled to benefits and the amounts of the benefits themselves. As a result, more than four million Canadians can now qualify for unemployment insurance."

At this point the Prime Minister commented on the belief of some persons that others were taking advantage of the Unemployment Insurance Fund. "There may be some such cases, because after all, since the inception of unemployment insurance a total of some \$3 billion dollars has been paid out in benefits.

"However, the utmost precaution is being taken to prevent abuse," he said, citing the fact that in the last fiscal year the claims of more than a third of the applicants were

disallowed in the first instance, although many were later able to qualify for seasonal or other benefits.

"We are intensifying our efforts to prevent and punish any who wrongfully take benefits under the Fund at the expense of their fellow citizens who have proper claims on those benefits," the Prime Minister said.

On the Government's second approach to the unemployment problem—projects designed to create new jobs—Mr. Diefenbaker mentioned the Winter Works Incentive Program, recalling that this year the period has been extended to a starting date of October 15.

"Preliminary estimates were that it would create 165,000 jobs, and this figure is almost certain to be exceeded. Two major cities have already announced that projects under this program will be doubled, and if this is reflected in the action of other major cities, it is possible that the result may be an additional two hundred thousand winter jobs.

"It is my view that seasonal unemployment this winter could be reduced to its absolute minimum with the full co-operation of the provinces in the winter works program in addition to the other measures being taken by the federal Government.

"I urge earnest re-consideration of these provincial contributions wherever they fall short of guaranteeing the full potential of the winter works program in any province. The enthusiastic co-operation of many municipalities leaves little doubt that many more jobs can be provided if they are given even greater incentives."

Pointing out that one of the main areas of the drop in jobs in winter is the construction industry, Mr. Diefenbaker recalled the increase, from four to six billion dollars, in the total that can be loaned for housing by approved lenders, and from \$1 billion to \$1½ billion in the total of CMHC direct housing loans. "These measures alone should mean new jobs this winter for at least 60,000 Canadians who might otherwise be unemployed."

All federal building contracts are now being timed so that the maximum amount of work will be done this winter, and gov-

ernment contractors are no longer allowed, as they once were, to stop work entirely in the wintertime without permission from the Government, the Prime Minister said.

"Some 103 public works construction projects totalling \$54 million will be continued through this winter. In addition, 45 new construction projects totalling \$15 million will be begun this winter. Additional expenditures on many smaller projects and purchasing orders are expected to bring the total of all government public works in operation this winter up to approximately \$100 million.

Turning to the third aspect of the unemployment problem, the underlying causes, Mr. Diefenbaker said that every expert, self-appointed or otherwise, has his own view of what these causes are.

"We know that some manufacturing industries are lagging behind the rest of the economy in the creation of new jobs. Much has been said and written about this recently, particularly in respect to the difficulties some secondary industries are facing from foreign competition in our own domestic market." The Government is determined to do whatever can be done to make it possible for these secondary industries "to

resume their important role as leaders in the creation of new jobs for Canadians," the Prime Minister said.

As a further measure to combat unemployment, Mr. Diefenbaker reported that instructions have recently been sent out to senior government employees across the country to recommend any federal project that can be undertaken at once in any area where unemployment is high.

The Prime Minister urged that it be realized that curing unemployment is not a project that can be accomplished by the federal Government alone. It required the united action of all Canadians in all walks of life.

Concluding his remarks, Mr. Diefenbaker said that short-term action such as the Government has been taking is necessary to meet the immediate situation, "but let us never forget that the long-term solution is dependent in large measure on the continued expansion of our trade.

"We cannot achieve this if we price ourselves out of the markets of the world because of unreasonable demands from any quarter calculated to benefit any one part of the population at the expense of the others."

Advance Starting Date of Winter Works Incentive Program

Six and one-half months of work instead of the five months provided last winter will be possible in 1960-61 as a result of an extension of the Municipal Winter Works Incentive Program announced by Hon. Michael Starr, Minister of Labour, on September 7. The Program began on October 15; starting date in previous years was December 1.

It is estimated that the extension will provide at least 10,000 additional on-site jobs and approximately 10,000 indirectly

through the use of additional materials and services, Mr. Starr said. The Government expects the 1960-61 Program to provide 83,000 direct jobs and approximately 165,000 direct and indirect ones.

Mr. Starr said he had urged on the provinces and municipalities participating in the Program the importance of maintaining the highest level of Canadian content in the use of materials on projects carried out under the Program in order to provide a maximum amount of employment.

Seasonal Unemployment Problem Worsening, N.B. Report Says

Over the years the amount of seasonal unemployment in New Brunswick has increased as the numbers employed in the province's seasonal industries have increased, with the result that seasonal unemployment has become a progressively more serious social and economic problem, says the foreword of a new handbook just published by the New Brunswick Department of Labour, entitled *Seasonal Employment in New Brunswick*.

Further on the booklet points out that "The seaside location of the province led to the development of the fishing and transportation industries; extensive forest lands

led to the development of the lumbering and logging industries. These, with the important addition of the construction industry, are subject to climatic variations and conditions."

The first section of the handbook, entitled "Seasonal Employment," has four chapters, appendixes on employment statistics and survey methods, and summaries of the provincial Government's winter works projects in 1958-59 and 1959-60, and of the federal Municipal Winter Works Incentive Program in the same two years.

Section II deals with Winter Construction Experience.

Warns against Granting of Tax Concessions that Have Effect of Replacing Labour, Now Surplus, by Capital, Now In Short Supply

Canada's internal growth is threatened, not by a shortage of capital investment, but by a surplus of labour, and "we should not discourage the use of labour by granting special tax concessions and privileges which could have the effect of replacing labour by capital," said Eric W. Kierans, President of the Montreal Stock Exchange and Canadian Stock Exchange, in an address before the annual conference last month of the Canadian Institute of Chartered Accountants.

He was speaking on "Economic Implications of Depreciation Policies" and had declared that Canadian depreciation policy must be determined solely by an analysis of economic conditions in this country, not by solutions of other nations. As an illustration he described how Britain's capital cost allowance provisions favoured the employment of capital over labour. But in England, "labour is the factor in relatively short supply; in Canada, we have a chronic, structural unemployment problem."

"Where the productivity of capital facilities is greater than that of labour, then we must obviously make the economic choice and employ additional capital, even when this has to be imported. But when the relative productivities are equal, it would only be common sense in Canada to use labour, which is in excess supply, and to save on capital, of which this country is very short."

Foreign Ownership

Our economic policy should be directed to achieving a fuller state of employment. In addition, we have the "serious institutional factor of foreign ownership of more than 62 per cent of our manufacturing, mining and smelting, oil and gas industries," Mr. Kierans continued. Since foreign investment has concentrated in the capital-intensive rather than the labour-employing sector, "it is obvious that the immediate beneficiary of tax concessions on a capital cost allowance basis would be the foreign ownership that now causes us so much concern."

He pointed out that such concessions would accelerate the trend toward foreign control by making it easier for the foreign ownership to finance their growth and expansion from internal sources; the growth is, in effect, "financed by interest-free loans from the Government" and by profits. The possibility that foreign corporations would permit Canadians to invest in their operations in this country thus becomes more and more remote: the firms have no need for further funds from external sources.

Economic survival demands constantly increasing efficiency. The problem is not solely that of replacing presumed obsolescence, as proponents of accelerated depreciation or write-offs based on replacement rather than original cost imply. Economic efficiency does not consist merely in the existence of a large, new and shiny industrial plant with all the latest electronic gadgets, but in the exact balancing of all resources—land, labour and capital—to meet demand, Mr. Kierans said.

"We cannot afford the economic waste nor technological obsolescence of more expansion based on inaccurate projections of demand," he warned.

How do we charge off overinvestment that results from excess capacity? "Normally, in a single-product firm or in a new firm, the enterprise collapses and the investors lose their capital. But in today's complex, multi-product corporation, the losses of ill-conceived projects are written off against the profits of other lines, and so the Treasury subsidizes the failure by reduced tax revenues on diminished profits and the consumer by the increase in or stickiness of prices on profitable items which must absorb these extraneous costs," Mr. Kierans said.

Structural Unemployment

Part of the blame for structural unemployment in Canada may be traced to our obsession with the virtues of fixed capital, he continued. This has led to an unbalanced development of the economy and a disproportionate mixture of labour and capital.

"Burdened with excess capacity in many industries and short of capital, we still seek tax privileges to encourage still more investment? Where can we get such funds but abroad—and thus sell more of our resources?

"Blessed with an abundant supply of highly skilled labour, we seek to turn this asset into a liability by offering the special concessions of accelerated costing to those who employ fixed capital in place of labour.

"The wage earner is no longer on an equal footing with capital when their employment is determined, not by their respective productivities, but by the manner in which these costs can be used to reduce taxable profits.

"Tomorrow's labour costs are a charge against tomorrow's income; but accelerated depreciation seeks to charge off tomorrow's cost of capital against today's profits—a worthwhile inducement to substitute capital for labour," Mr. Kierans said.

Canadian tax policy should favour the use of labour not only to reduce the social costs of heavy unemployment but also for economic reasons, he continued, pointing out that labour costs are variable but the substitution of capital for labour brings fixed costs, fixed costs bring inflexibility in methods of operation, and the resulting high costs and break-even points make us more highly vulnerable to fluctuations in demand than would a more judicious mix of labour and capital. He suggested that this mix be determined by their relative productivities, "not by tax concessions that favour the use of capital and prejudice the employment of labour."

Other Effects

Among other effects of juggling depreciation costs mentioned by Mr. Kierans were:

—The reduction of profits which impairs the ability of labour to bargain for increased wages. "There is a distortion in the accounts which is open to various interpretations and tends to work against a just distribution of income to labour."

—The price of a product must bear not only the normal costs of production but also the additional costs of accelerated rates of depreciation. "Prices will thus tend to be higher than normal costs would suggest."

CCA Delegations Submit Briefs To Four Atlantic Provinces

During September and October the Canadian Construction Association presented briefs to the Governments of Newfoundland, Nova Scotia, New Brunswick and Prince Edward Island.

In the briefs the CCA requested all four Governments to revise and amend provincial labour legislation.

Among other things, the Government of Newfoundland was asked to:

—Establish joint committees of interested parties and Government interdepartmental committees to co-ordinate the scheduling of both new and maintenance construction work to the greatest possible extent during the winter months.

—Facilitate the completion of the Newfoundland section of the Trans-Canada Highway with all possible speed.

The Government of Nova Scotia was asked to amend the Mechanics' Lien Act; the Government of Prince Edward Island to consider the establishment of an apprenticeship program, and to encourage the scheduling of construction operations so as to provide the maximum of wintertime employment.

Ontario and Quebec Sharing in Cost of Winter Works Projects

The Governments of Ontario and Quebec have signified their intention to participate in the federal Government's Municipal Winter Works Incentive Program, under which it pays 50 per cent of labour costs for approved projects.

Premier Jean Lesage of Quebec said his Government will contribute 40 per cent of labour costs involved for approved projects during the 1960-61 period. The Ontario Government pays 25 per cent of approved winter works projects in the province.

The extension of the period during which the federal Government will contribute (p. 995) will mean an additional 40,000 jobs in Ontario, Premier Leslie Frost has estimated.

Already three Ontario municipalities have announced their plans for winter works projects. Hamilton plans a winter works program that would cost \$4,000,000 and provide 68,000 man-hours of work. The proposed program is twice as costly as the one undertaken in 1959-60. Ottawa plans winter works projects valued at \$2,716,000, almost triple the value of the previous winter's program. Toronto's Board of Control has approved plans for projects that will cost \$4,534,190.

Make House Repairs in Winter, Minister of Labour Advises

Building supply manufacturers, building supply dealers and building contractors were urged on September 9 by Hon. Michael Starr, Minister of Labour, to concentrate on advancing the idea that interior renovations of plants, offices and homes should be done during the winter months, when skilled tradesmen and materials are more readily available.

Mr. Starr said that the practice would be "most beneficial" to wintertime employment in Canada.

At the same time, the Minister urged plant and business owners to restrict as far as possible their interior renovation and redecoration to the winter months.

He was speaking at the presentation of a plaque to the "Canadian Building Supply Dealer of the Year," Alan Burnes, Sales Manager of Lansing Building Supply Ltd., Willowdale, Ont. The company was the winner of a contest sponsored by *Building Supply Dealer*, a national trade publication, for its contribution to last winter's "Do It Now" winter employment campaign.

In 7 Years, Number of Students Matriculating in Alberta Doubles

The number of Alberta high school students achieving senior matriculation standing is rapidly increasing each year, according to a study made by the Alberta Department of Education.

The survey showed that in 1958, the last year for which complete figures are available, 1,874 Grade 12 students were awarded senior matriculation certificates. They represented 11.32 per cent of the 16,557 pupils who enrolled in the first grade 12 school years earlier. Matriculation in 1951 totalled 946, or 5.65 per cent of the 16,749 who were enrolled in Grade 1 for the first time in 1940.

Officials attribute the improvement to a realization on the part of students that senior matriculation is now a minimum requirement for many employment opportunities, and necessary for university entrance.

Department Issues 7th Report On Training of Skilled Manpower

Most federal government departments have several types of organized training programs, according to the seventh report in the series prepared under the Research Program on the Training of Skilled Manpower, which has just been published. It is *Training Programs and Courses for Canadian Government Employees*.

It is based on a survey by A. W. Crawford, former Director of Canadian Vocational Training Branch, Department of Labour, under the guidance of a subcommittee of the Interdepartmental Skilled Manpower Training Research Committee.

The report deals with the methods and procedures of providing organized or supervised training for persons employed in technical, industrial and clerical occupations at the supervisory and operational levels in federal government departments and agencies and in the Armed Forces. Crown corporations were not included in the survey.

Primary objective of the survey was to determine the nature and extent of staff training in government departments, both for the recruitment of new employees and for the development and maintenance of high standards of proficiency.

An indication of the extent to which government departments and agencies draw from and contribute to the country's pool of skilled workers, and an idea of the changes that are taking place in the training of government employees as a result of technological developments, were also sought.

The report is in three parts. The first deals with general practice and training procedures in all departments of government. It gives a brief description of three methods of providing training: educational leave, for individual trainees in degree-granting universities; external training, for individuals and groups through short intensive courses provided by outside agencies; and correspondence courses.

The second part deals with the training responsibilities and activities of the Civil Service Commission and briefly describes some of the courses that are made available to employees.

The third part consists of a series of separate sections dealing with the nature and scope of training programs and courses operated by the selected departments and agencies.

ILO Governing Body to Discuss CLC Complaint Next Month

The complaint filed with the International Labour Organization by the Canadian Labour Congress and the International Confederation of Free Trade Unions against the Government of Canada (L.G., Dec. 1959, p. 1250) concerning legislation enacted in March 1959 by Newfoundland will be discussed at the meeting of the ILO Governing Body in Geneva November 15 to 18.

The report of the ILO's Committee on Freedom of Association on the Canadian complaint came up for discussion at the Governing Body's 145th Session, held May 27 and 28, just prior to the 44th International Labour Conference. The Canadian Government Member of the Governing Body suggested postponement of discussion until the November meeting, by which time the Committee on Freedom of Association would have additional information. The Canadian Worker Member, CLC President Claude Jodoin, said he wanted quick action but was sure the delay in obtaining further information was not the fault of the federal Government.

Mr. Jodoin charged that the federal Government, having failed to exercise its power of disallowance, must share with the Government of Newfoundland responsibility for the legislation about which the CLC was complaining.

Also postponed to the November Governing Body meeting was the question of merging the manpower and employment committee and the technical assistance committee into a committee on operational programs. Suggested membership of the new committee was fourteen government, seven worker and seven employer members.

This decision was taken at the 146th Session of the Governing Body, held immediately after the conclusion of the 44th International Labour Conference. The 146th Session also approved a partial list of experts to be invited to attend a meeting of experts on major mine disasters to be held during the first quarter of 1961.

Fifth Province Passes Act on Fair Accommodation Practices

At its 1960 session the Manitoba Legislature passed the Fair Accommodation Practices Act prohibiting discrimination on account of race, creed or national origin. Similar legislation is on the statute book in Ontario, New Brunswick, Nova Scotia and Saskatchewan.

The Act prohibits any person from denying accommodation, services or facilities customarily available to the public, to any person because of "race, religion, religious creed, colour, ancestry, ethnic or national origin." The displaying of notices and signs and the use of other media of communication such as newspapers, radio and television to express discrimination on any of the above grounds is prohibited.

The Act explicitly states that its provisions are not deemed to interfere with the free expression of opinions upon any subject by speech or in writing or to confer any protection to or benefit upon enemy aliens. Places of worship do not come under the Act.

The administration of the Act will be assigned by the Lieutenant-Governor in Council to a member of the Executive Council.

Complaints of discrimination must be made in writing to the responsible Minister. Such complaints will be investigated by an officer designated by the Minister to enforce the Act. Where the officer is unable to effect a settlement of the matter, the Minister appoints a commission consisting of one or more members.

The commission, after making an inquiry into the case, may, if necessary, recommend to the Minister the course that ought to be taken. Where the commission is composed of more than one person the recommendations of the majority of the members are the recommendations of the commission.

The Minister is required to furnish a copy of the commission's recommendations to the parties and may, if he deems it advisable, publish such recommendations. The Minister is further empowered to issue an order embodying the recommendations of the Commission and requesting compliance of the parties with its terms.

A person found guilty of a violation of the Act or any order made under the Act, is subject to a fine of up to \$50 for a first offence and up to \$200 for a second. In the case of a corporation the corresponding fines are \$100 and \$400.

The Act authorizes the Minister to apply to the Supreme Court of the province for an order enjoining a person who has been convicted of an offence from continuing the violation. Any prosecution under the Act require the consent of the Minister.

National Public Employees Union Holds Sixth Annual Convention

At the sixth annual convention of the National Union of Public Employees (CLC), held in Saint John, N.B., during September, a resolution was approved requesting that a national minimum wage for men and women of \$1.50 per hour be established. Another asked that all canned goods marketed in Canada carry labels clearly showing the country of origin.

The convention urged the federal Government not to allow immigrants into Canada unless jobs were available for them.

Other resolutions called for a maximum work week of 40 hours, improved labour legislation, and improvement in the education of the Indians of Canada to equip them to take their place in modern society as Canadian citizens.

CLC President Claude Jodoin, in an interview preceding the conference, said that the four-day week will be prevalent in Canadian industry and commerce in the near future.

Mr. Jodoin said the shorter week not only will be requested by more unions "but may become a necessity because of automation and unemployment."

Addressing the delegates at the convention, Mr. Jodoin expressed the opinion that unemployment is Canada's main problem. Automation was a contributing factor, he believed, and "all sections of our economy will have to make efforts" to deal with it. But it is natural to look to the federal Government for leadership in the matter, he said, and repeated a CLC demand for a conference of government, management and labour representatives to seek ways of creating more jobs.

Union leaders, Mr. Jodoin noted, recognized that they, too, had a responsibility in combating unemployment and that they could help the situation by "discouraging overtime work and moonlighting."

Canadians Prominent at Meeting Of Accident Prevention Boards

Canadian provinces are leading the way in establishing rehabilitation programs and centres, Antonio DiPinto, Executive Assistant and at the Rhode Island Curative Centre, told delegates to the 46th annual convention of the International Association of Industrial Accident Boards and Commissions.

No state in the United States has established "specialized centres devoted exclusively to the treatment of industrially injured workers in the past 10 years, with the possible exception of Ohio," he said.

"Rehabilitation of workers is a serious business in Canada and the welfare of the individual is important."

At the convention, held at Edmonton, radiation protection at Atomic Energy of Canada, Chalk River, Ont., was given special mention in the report of the committee on atomic energy and radiation work risks. John F. Cauley, Vice-Chairman, Ontario Workmen's Compensation Board, was chairman of the committee.

At Chalk River, it was reported, it has been found necessary, in order to preserve adequate radiation hazard control standards, to keep the organization of the control personnel separate from that of the operation groups.

"In general, the figures presented justify the belief that an efficient radiation protection service well integrated into the over-all project organization can result in a large output of work in high radiation fields with no need for serious overexposure," the committee report said.

Other Canadians who took a prominent place in the program included C. M. Macleod, QC, Chairman of the Alberta Workmen's Compensation Board and retiring President of the Association, who presided at all plenary sessions; Eugene E. Sparrow, Chairman of the Ontario Workmen's Compensation Board, who was moderator of a panel on safety; Joseph Morris, Pacific Regional Vice-President of the Canadian Labour Congress, who was a member of the safety panel; and Dr. John R. Fowler, Medical Director, Alberta Workmen's Compensation Board Rehabilitation Clinic, who was moderator of a panel on the treatment and rehabilitation of workmen with back injuries.

G. G. Greene, Director, Government Employees Compensation Branch, Department of Labour, presented a paper on the Government Employees Compensation Act and the relationship with the provincial Workmen's Compensation Boards.

President of the Association for the coming year is W. M. Douglas, Administrator, Bureau of Workmen's Compensation, Department of Labor and Industrial Relations, Honolulu, Hawaii. The 1961 convention will be held at Honolulu in November next year.

More Pay, Fewer Hours Needed To Increase Jobs, Meeting Told

Higher wages and fewer working hours, as a means of providing more work for more people, was recommended by speakers at the 12th convention of the Tobacco Workers' International Union (AFL-CIO-CLC), held in Montreal in September. It was the first time the Union had met in Canada.

It was emphasized that shorter working hours are essential because automatic machinery is producing 200 times faster than humans produced 50 years ago.

A special three-member committee was set up by the convention to gather data on automation. Its findings will be compared and synchronized with that found by other labour groups.

President John O'Hare, who was re-elected, told delegates that the Union aims to adopt a 35-hour work week to combat the effects of automation. He said he regarded the 35-hour week as "eventually inevitable" and urged that discussions on the subject be included in all future collective bargaining negotiations.

Mr. O'Hare noted that in the past few years automation has brought about changes that have had a "terrifying effect on the whole economy and are foremost in the minds of millions of workers.

"When we speak of automation the average citizen thinks in terms of fear—fear of losing one's job." This fear must be eliminated by discovering ways and means to make automation work for the benefit of all, with more security, better wages and fewer working hours, he said.

Two resolutions on political action were adopted without debate. One urged that the union's members make every effort to assure a maximum vote on behalf of "liberal and enlightened" candidates and to contribute to the AFL-CIO Committee on Political Education.

The other resolution asked that members be kept informed of labour bills, including the names and political affiliations of sponsors.

The importance of calling a national conference to study the importance of unemployment was stressed by Claude Jodoin, CLC President.

Trends in the Agricultural Labour Force

Proportion of persons employed in agriculture in Canada has dropped from 33 per cent of total labour force in 1921 to 11 per cent in 1959, study by Department of Labour reports. Between 1946 and 1958, decline averaged 4 per cent a year

The proportion of persons employed in agriculture in Canada has dropped from 33 per cent of the total labour force in 1921 to 11 per cent in 1959, according to a study just published by the Economics and Research Branch of the Department of Labour. The bulletin, *Trends in the Agricultural Labour Force in Canada from 1921 to 1959*, points out that at the beginning of this century, more than 60 per cent of the population of Canada lived in rural districts, the majority on farms.

The study is the fourth in the series of Farm Labour Bulletins published by the Department.

"Between 1946 and 1958, the number of persons with farm jobs in Canada has been declining at an average compound rate of about 4 per cent per year," the study says. It adds that if this very rapid rate of decline were to continue, the number of persons with jobs in agriculture—in 1958 reckoned at 712,000—would drop to about 300,000 by 1978.

It is unlikely, however, the report says, that the decline will continue at this rate; the latest statistics show that the decline during 1959 was only 2.8 per cent—a much slower rate than in any year since 1954.

It must be remembered that the movement from the farms after 1940 was larger because people had been "damned up" in agriculture during the depression in the 1930's. If one considers the trend of employment in agriculture for the past 28 years, i.e., from 1931 to 1959, the average compound rate of decline has been about 1.75 per cent. Projecting this slower rate of decline into the future would lead to the conclusion that the number employed in agriculture may be slightly less than 500,000 by 1979 or 1980.

Greater than in U.S.

The report points out that the drop in agricultural employment between 1946 and 1958 was even greater, relatively, than that which occurred in the United States. During that period it declined by 40 per cent in Canada, compared with a drop of 30 per cent in the United States.

The result has been that, while in 1946 persons employed in agriculture represented 15 per cent of all persons employed in the United States compared with 25 per cent in Canada, in 1958 the proportions were 9 per cent in the United States and 12 per cent in Canada.

The bulletin points out that "A study of the labour force in agriculture merits attention if for no reason other than the fact that there is a scarcity of information on this aspect of the industry. Agricultural economic studies have concentrated on such aspects as settlement problems and land tenure, choice of farm enterprises, farm production and income, capital and credit problems. Farm labour, however, has too often been accepted as a given factor."

Fourth Largest Employer

During the decade 1948-58, agriculture lost its place as the second largest industry in Canada and became fourth in terms of employment, the report says. By 1958 it had been exceeded in the numbers of persons employed by manufacturing, service, and trade.

The decline in agricultural employment between 1946 and 1958 was greatest, numerically, in the Prairie Provinces, Ontario and Quebec. These three regions accounted for 90 per cent of the total decline in Canada, the study shows.

During the period, the Prairie Provinces experienced the greatest decline in numbers, but the rate of decline was greatest in Ontario and next greatest in Quebec.

Besides the decrease in the farm population, the report states that there has been a marked change in the composition of the agricultural labour force. In 1946 unpaid family workers made up 30.4 per cent of the total number of workers, but in 1958 they constituted only 20.7 per cent.

The proportion of unpaid labour contributed by family members on farms has declined rapidly over a period of little more than a decade. The decline in this type of worker suggests that farmers are encountering increasing difficulty in retaining their sons and daughters on the farms in the face of increasing opportunities for paid employment elsewhere.

An important accompaniment of the decline in the farm labour force has been an increasing preponderance of males over females in the farm population. In 1956, males accounted for 53.6 per cent of the total; and in the age group 14 years and older they represented 54.8 per cent. "In other words," the report explains, "there were 121 males to every 100 females aged 14 and over." This high ratio of males on farms is not a new thing, however—the 1921 census showed males as 53.7 per cent of the total rural population.

Proportion of Older Workers Higher

Another important change in the composition of the farm labour force, resulting from the departure of so many younger workers for jobs in other industries, is that the proportion of older workers on farms is higher than in the past. According to labour force surveys in 1958, while 50 per cent of all men in the non-agricultural labour force were in the 25-44 age group, in agriculture this age group provided only 37.1 per cent of the total working men. In the agricultural labour force more than 42 per cent of all males were 45 years of age or older.

According to census data, in the three Maritime Provinces in 1951 nearly half the farm operators, and in Ontario about 46 per cent of them, were 50 years old or more. In the Prairie Provinces and Quebec, on the other hand, only 37 per cent were as old as this.

There has also been a trend in recent years toward an increase in the percentage of seasonal workers in the farm labour force. This, the report says, may be due to a number of factors, but the chief of these is probably the increased use of machinery, as a result of which "farmers tend to speed up their seeding and harvesting operations, concentrating the employment of seasonal

labour over much shorter periods of time and doing without extra year-round help after the peak period of activity is over."

Longer hours of work and lower wages in agriculture than in other industries make it hard for farmers to compete in the general labour market, the bulletin points out.

In 1958 farm workers put in an average of 54 hours per week, compared with 40 hours for workers in non-agricultural industries. Wages for hired farm workers have been rising since the early 1940's. In August 1941, the average in Canada for male farm wages, with board, was \$35 per month. In August 1958, the comparable average was \$120. Despite this increase over the years, however, farm wages remain lower even than those for unskilled labour in other industries...

Since unemployment insurance has not yet been extended to agricultural workers it is becoming especially difficult for farmers to get the amount of labour they need for seasonal work, the report says.

The 68-page report contains chapters on: The Agricultural Labour Force, Characteristics of the Agricultural Labour Force, Seasonality of Employment in Agriculture, Conditions of Employment in Agriculture, Trends and Characteristics of the Farm Population, Other Trends in the Agricultural Industry, and Conclusions. A number of tables and charts are also included.

McGill University's 12th Annual Industrial Relations Conference

Five speakers, including the president of a government employees' association, a union research director and a management spokesman, present talks on various aspects of the conference theme: "The Role of Government in Labour Relations"

"The Role of Government in Labour Relations," was the theme of McGill University's 12th annual industrial relations conference, September 8 and 9. The conference was attended by nearly 180 delegates representing business firms, labour organizations, employers' organizations, other universities, and federal, provincial and municipal governments.

As on previous occasions, there were five speakers, one address and the discussion period that followed it occupying each half day, and another address being given at the conference dinner. In addition, a short panel discussion wound up the conference.

The first speaker was Prof. Joseph Shister, Professor and Chairman of the Department of Industrial Relations at the University of

Buffalo, who has held appointments on a number of United States government bodies and is a member of several arbitration organizations in the United States. He spoke on "The Role of the State in Collective Bargaining."

J. C. Best, National President of the Civil Service Association of Canada, the second speaker, gave an address on "The Government as Employer."

The dinner speaker was Prof. H. D. Woods of McGill University, who spoke on "Power and Function in Industrial Relations."

Cleve Kidd, Canadian Research Director of the United Steelworkers of America, spoke on "A Union View of Government in Labour Relations." Sharman K. Laerie, Manager and General Counsel of the

Niagara Industrial Relations Institute, gave a management view in an address entitled, "A Business View of the State Function in Labour Relations."

Prof. H. D. Woods, who founded the McGill Industrial Relations Centre some 12 years ago, and who has acted as chairman of previous conferences, recently resigned as Director of the Centre to accept a Ford Foundation Faculty Research Fellowship for the year 1960-61, under which he will carry on a study of Canadian labour relations policy. His place as chairman was taken at this conference by Prof. E. C. Webster of McGill University, the acting director of the Centre.

Members of the panel whose discussion closed the conference were S. J. Frankel, a McGill political scientist; J. C. Weldon, a McGill economist; and Dr. W. Donald Wood, Director-elect of the newly established Industrial Relations Centre of Queen's University, who acted as leader; and the five conference speakers.

Prof. Joseph Shister

Assuming that no great depression or other unforeseen upheaval occurs, the prospect is that the "legal framework" will not during the next 10 years become more favourable to unions than it is now, and it may perhaps become less favourable, said Prof. Joseph Shister, the first speaker at the conference.

Prof. Shister, who is Professor and Chairman of the Department of Industrial Relations at the University of Buffalo, spoke on "The Role of the State in Collective Bargaining."

The speaker gave some of his reasons for this opinion. First, he said, the mass media—the press, radio, etc.—which editorially are in general unfavourable to unions, are not likely to change the direction of their influence. Secondly, the expected increase in the number of white collar workers, who are more hostile to unions than blue collar workers, would exert an influence unfavourable to organized labour.

Another factor was the probable relatively slow rate of growth of unions in the next decade. Prof. Shister thought that the unions would make little headway in organizing white collar workers.

Another consideration that led him to regard the outlook as unfavourable to unions was the probability that the next decade would be characterized by rising prices, for which the public would be inclined to blame the wage demands of organized labour. The continuance of prosperity will favour conservatism, the speaker also pointed out.

Management will more and more tend to take a tougher attitude in its dealings with unions, resisting attempted encroachments on its prerogatives, if not trying to win back some of those that have been lost.

Both management and labour will become less flexible toward each other, Prof. Shister predicted. Members of management groups will co-operate more closely with each other in the common cause, and so will members of union groups. Government will have to play a more important role. There will be more emergency strikes and more arbitration.

At the beginning of his address Prof. Shister pointed out that his views were based on United States experience, and that in spite of many similarities and much common ground in labour relations in Canada and the United States, there were significant differences between the two countries.

Contrary to popular belief, the legal framework is not uniform and precise, but is diversified in many ways, the speaker said. In the federal jurisdiction it differs from that of the states, and there are differences between the various states. The philosophy of the governors and of the judiciary is different in different states.

The legal framework is changing and evolutionary. Governmental intervention has grown tremendously at both the federal and the state level, but that growth has not been gradual nor has its direction been uniform, Prof. Shister said. On the contrary, growth has been sporadic and from time to time its direction has changed, now leaning in favour of unions and now in favour of management. This change in direction has shown itself at the judicial, as well as at the legislative level.

Governments have been primarily concerned with affecting the framework and procedures, not the terms of collective bargaining. Thus protection of the right to self-organization, picketing, secondary boycotts, and union security have been matters of government concern. But with the passage of the Landrum-Griffin Act (the U.S. Labour-Management Reporting and Disclosure Act 1959), government intervention has taken a new turn—regulation of the unions' internal affairs.

The internal affairs of Unions, the speaker pointed out, have a strong influence on collective bargaining. More democracy in the running of unions would make for less responsibility in collective bargaining, not more, he thought, since it would make the leaders more responsive to the will of the rank and file, who were generally more

extreme and less enlightened than the leaders of a union. In this way the regulation of internal union affairs affects bargaining policy.

Turning to the question of what determines the direction and extent of government intervention in industrial relations, Prof. Shister said that some thought this could not be explained rationally. But he believed that reasonable explanations could be given. He described some of the factors that, in his view, helped to determine the legal framework.

The chief influences, he said, were the climate of opinion—or public opinion—and collective bargaining experience.

He disagreed with those who denied that there was such a thing as independent public opinion, believing that public opinion was moulded by the mass media of communication. The climate of opinion was developed by certain forces, and the mass media of the press, the radio, etc., were not the sole or dominant influence, Prof. Shister said. The personal experience of citizens has a strong influence, and the influence of home, school, church and community are all important, he contended. Another important influence is the competition between the two dominant political parties.

As an example of the influence of personal experience, Prof. Shister said that a business or professional man who found his plans hampered or thwarted by union opposition would probably feel resentment against unions. On the other hand, a worker who had first-hand experience of the advantage of having a union to protect his interests would be likely to be a strong supporter of unions.

The climate of opinion builds up gradually, and it would lead to nothing if it were not for the stimulus of dramatic events, such as the great depression of the 1930's, the McLellan investigation into corruption in unions, and the postwar strikes in the mass-production industries. These dramatic events occur sporadically, and therefore government intervention comes in spurts.

Even the judiciary, Prof. Shister said, were sensitive to the climate of opinion. As a striking example of this, he instanced the unanimous decision of the United States Supreme Court on the question of desegregation in the schools—a decision in which the consideration of the effect on international relations had strongly influenced the Court.

The speaker gave three reasons why the public in the United States believed in free collective bargaining. These were: the wish to minimize government intervention because of a dislike of controls; the wish, for

practical reasons, to avoid enlarging the bureaucracy; and the psychological reason that most people would rather do a thing themselves even if someone else could do it better.

Collective bargaining experience affects legislation by influencing the climate of opinion and by influencing leaders in government, the judiciary, management, and labour. The philosophy and outlook of different presidents of the United States had affected the degree of intervention, Prof. Shister said, instancing the contrasting personalities of President Truman and President Eisenhower.

Most think that unions influence legislation more than management does, the speaker said, but in his opinion this view was quite wrong. Experience has shown that "organized labour in the United States cannot deliver the vote," he said. Unions have also shown a good deal of ineptitude in political action. Although management was not perfect in this field it was more adept than the unions. It had more money and press support, but its organization was also more effective for this purpose. The political influence of organized labour, Prof. Shister thought, was relatively small.

Question Period

When asked to enlarge upon what he had said about "union democracy," Prof. Shister said that labour leaders were better informed than the rank-and-file members, and understood better the limits to what management could or would give. The leaders could usually make a bargain that would suit the members better than one the members themselves could make. Except in the case of "sweetheart" contracts, which he thought were few and far between but where greater democracy would make for better contracts, Prof. Shister said that the influence of members on bargaining tended to be irresponsible and extreme.

A trade union delegate disagreed with the view that democratic procedures in unions did not allow officials to act responsibly. His own experience led him to believe that the members would be reasonable if the facts were explained to them.

Prof. Shister said that the ability of union leaders to carry the membership with them varied according to the size and intelligence of the membership and according to the "creative insight" of the leaders. In some cases where the members were intelligent and few in number the leaders might have little trouble.

Another delegate who disagreed that more democratic methods in unions would cause them to degenerate into anarchy expressed

the view that the trend in unions is toward a better educated membership; he thought this, not authoritarianism, was the answer.

Prof. Shister reminded the conference that he did not say that authoritarianism was the answer. But although he agreed that educational efforts had increased in unions, he did not think that they had increased enough, or could do so, to enable the members to see as much as the leaders.

J. C. Best

"In my view the case as to whether or not the Government is a good employer rests solely on the issue of effective negotiating procedures," said J. C. Best, National President of the Civil Service Association of Canada, in his address entitled, "The Government as Employer."

"Most of us are quite realistic enough to accept the fact that bargaining as it is spelled out in the various labour relations acts probably would not be too satisfactory in the government service," he continued. "We also recognize that any system must recognize the fact that funds, under our system of Government, are voted by Parliament, and any agreement reached would have to be subject to Parliamentary approval."

The view that the Government's "good employer policy" is enough to guarantee fair treatment for civil servants fails to take into account two important factors, the speaker said. The first of these is that employees are not concerned solely with economic gains, "and it has often been suggested that the possession of bargaining rights, the ability to stand up to the employer on terms of relative equality, in itself does much to increase the self-respect and working morale of a body of men and women."

The second, and probably more important factor, Mr. Best said, is that the "good employer policy" does not give civil servants any real assurance that their lack of bargaining rights will not result in economic loss.

"I cannot say in conscience that the Government on its record has been a good employer. True, private employers are only as good as their unions make them, but the Government does not even reach this cynical plateau," the speaker said. He added that "The whole system of employer-employee relations in the government service is rigged in the Government's favour... Action to equalize pay and conditions is always too little and too late."

"Until the time comes (and it may be nearer than many of us realize) that the Government decides, in co-operation with its organized employees, to work out a system of bargaining or negotiating that is equitable to all concerned, we cannot consider the Government as being in the front rank of employers," Mr. Best said.

Much of his address was taken up with outlining the composition and history of the Canadian Civil Service and the history of employer-employee relations in the government service.

Mr. Best pointed out that if the armed forces, the Royal Canadian Mounted Police and the whole of the Public Service are included (but not counting the employees of the Crown companies), the Government is the employer of nearly 500,000 Canadian citizens, and is by far the biggest single employer in the country. "Yet in relation to its other identities and functions, the Government treats its role as an employer as a relatively minor one," he contended.

The Government as an employer has no clearly defined personnel policies and procedures, he complained. "The basic characteristic of the Government in employment matters has been a strong tendency toward expediency," he asserted. He considered it strange that "the public can remain so basically indifferent to the whole concept of the Government's role as employer."

Mr. Best then dealt with the functions of the Civil Service Commission, the Treasury Board, the departments, and the National Joint Council. Finally he outlined the character of, and the part played by the various employee organizations in the civil service.

Although conceding the value of the Civil Service Commission in regard to appointment, promotion, classification, training, etc., he said that "in the economic areas of employer-employee relations it is, to the employee, a severe handicap and a roadblock to successful negotiations..."

"As the most powerful and important committee of Cabinet, the Treasury Board and its staff are deeply involved in personnel administration," he pointed out. "Both before and after money is voted by Parliament, Treasury Board has an influence on all personnel policies proposed by the Civil Service Commission that will result in the expenditure of public funds."

Although expert knowledge in matters of organization and scales of pay lies with the Commission, the ultimate power of decision is with Treasury Board. "In effect, the Commission has responsibility without power and Treasury Board has the power but not the responsibility for civil service matters," Mr. Best said.

The National Joint Council was established in 1944, and "was the Government's answer to the demand for something to replace or supplement direct representation from the employees." It consists of the Official side, on which there are 10 representatives, most of whom are deputy ministers or assistant deputy ministers; and the Staff side, on which there are 13 representatives drawn from the main national civil service associations, Mr. Best explained.

From the employees' point of view, the Council has a number of shortcomings, he commented. Some of these were: it is advisory only; the Government is, in fact, in a position to control the recommendations coming from the Council; the requirement that all recommendations must be unanimous tends to be stultifying; it usually takes a long time to implement its recommendations; all proceedings are confidential and staff side representatives must often make decisions without reference to those they represent; and, lastly, salary and wage questions are held to be outside the Council's terms of reference.

Mr. Best said that in spite of these faults, the Council had a part to play as a consultative body; but, he asserted, "not as the only formal means of employee-employer negotiation."

Speaking of the civil service employee's organizations, he said: "If the plethora of administrative and control agencies on the management side is confusing, the 'jungle' of employee organizations in the federal service also defies comprehension."

After implying that the rewards of public service did not compare favourably with those in industry, Mr. Best asked, "How then are these munificent rewards arrived at?" Answering his own question, he said: "Unilaterally." Government has in these matters "consistently refused to negotiate and often to even consult," he stated.

"Salary research up to and including 1957 was more or less on a hit or miss basis," he said, and no one, even in the Civil Service Commission, was at that time sure what criteria should be used in salary determination.

In 1957, "after much urging from the associations," the Government agreed to the establishment of a pay research bureau as part of the Civil Service Commission to do the statistical research work required to determine accurately the relation between civil service salaries for given jobs and their industrial counterparts.

Mr. Best said that the present situation in which "the whole system of employer-employee relations in the Government serv-

ice is rigged in the Government's favour," is "basically an unhealthy state of affairs."

In concluding, he said, "As the country's biggest single employer there is a definite onus on the Government to accept its responsibility to lead in introducing employee benefits. It is not enough for the Government to legislate morality into others, while at the same time using its sovereign power to deny its own employees a role in the determination of their salaries and working conditions."

Question Period

In reply to a question, Mr. Best said, "The strike is not an issue in the Civil Service generally at this time."

Mr. Best was asked whether his association had prepared any position as to what would constitute a satisfactory arrangement for bargaining with the Government. His reply was that it had prepared such a position, and that what it favoured was an arrangement similar to that which had been established in Great Britain.

Under this arrangement the Government negotiated with its employees on pay and working conditions, and if agreement was not reached the matter was submitted to a modified form of arbitration. The Government agreed not to reject the decision of the arbitrator, but the final decision was made by Parliament.

In reply to another question, Mr. Best said that the Department of Labour had hardly anything to do with the determination of civil service salaries and working conditions generally. Its only concern with staff matters is with reference to its own employees.

Prof. H. D. Woods

The system of industrial relations that exists in Canada today is sufficiently different from that found anywhere else to justify its being called unique, said Prof. H. D. Woods, who was the speaker at the conference dinner. His topic was, "Power and Function in Industrial Relations."

Prof. Woods said that the difference between the Canadian and the American practice in the field of labour relations is surprising, in view of the great similarities in the general economic institutions of the two countries and the presence of so many organizations of business and labour that operate on both sides of the international boundary.

He contended that "the legal framework which we have developed in Canada to deal with collective bargaining has, on the whole,

been less favourable to the emergence of strong unions and effective collective bargaining than in the American case."

The main reason for this, Prof. Woods said, is that the power of the private parties has been restricted much more in Canada than in the United States, while at the same time the function of the state has been much larger.

"In the United States the constitutional allocation of function has placed labour relations largely in federal hands. This is the reverse of the Canadian system, where the provinces are predominant. The effect this difference has had on the growth of strong or weak unions and the character of collective bargaining has not been measured. But logic as well as some spotty evidence indicate that collective bargaining is being confined within provincial boundaries in some cases where it would develop on a broader scale," the speaker said.

He mentioned three other factors that helped to explain the different development in the two countries. One of these factors was the requirements regarding membership support in certification procedure in some provinces. Another was that, owing to the imposition of compulsory delays on the use of economic force in Canada, the interference with negotiations was much more drastic than in the United States, where this restraint did not exist. A third factor was that he Canadian practice of imposing the no-strike ban, coupled with compulsory arbitration of disputes during the life of an agreement, had sharply reduced powers that were still available to the parties in the United States.

Prof. Woods said that the effect of the retention of the right to strike on grievances must be of great importance to American unionists in actual negotiation.

"A comparison of the system of industrial relations in the two countries suggests that in the United States public policy is firmly based on effective collective bargaining which leaves the major role to unions and management, whereas in Canada the private function has been sharply curtailed by the expansion of the functions of public boards and officers carrying out public policy formulated by 11 independent governments.

"The effect of this concentration of power and function in the hands of the various governments and their agencies, and the general constitutional balkanization, is hard to determine. But certainly the experiments in recent years in several provinces suggest that we are moving further along the road to state control and to diversity on a regional or provincial basis.

"The idea of a national pattern of industrial relationships worked out freely by unions and management appears to be becoming less and less possible as time passes," he said.

Prof. Woods was careful to say, however, that he did not suggest that legal framework of industrial relations that had developed in Canada had been "the result of calculated policy decisions against labour unions." Rather, he thought, it had been "the fruit of fortuitous circumstances such as the constitutional allocation of jurisdiction over labour matters which had made it possible to contain growing union power behind provincial boundaries."

He thought that it also reflected the general predisposition in Canada to assign a larger role to government than in the United States.

It might also, he thought, indicate "the low level of theorizing in this country about a philosophy of business and of labour-management relations." He said that we in Canada are pragmatists, and we have not been much concerned with long run impact.

The speaker remarked that in Canada the growth of labour legislation had been more steadily in the same direction than in the United States, where, as Prof. Shister had said, it had been inclined to veer alternately in favour of labour and management. But he said that in Canada, as in the United States, changes in industrial relations came sporadically and were largely induced by crises.

Prof. Woods said that in referring to the Canadian system of industrial relations he meant "the established machinery of state intervention in the relationships which come into being because of industrial and commercial employment." He said that although the provincial and federal departments of labour were organized in various ways, "the fact remains that the scope of governmental function in labour relations has expanded tremendously, and is not likely to decline. If anything, it will increase."

Labour relations, he said, involved a struggle for power, with labour, employers, and governments all trying to shift power in their respective directions. This was not peculiar to the labour relations field, though some of the devices used in that field were unique. These included: on management's side, discipline, dismissal, discrimination, intimidation, the run-away plant threat, and the lockout; on the union side, slow-downs, picketing, boycotts, intimidation, strikes, and so on.

The key to an understanding of the reasons why these unique devices were used lay in the unique nature of the employ-

ment relationship itself. "The fact that the thing bought and sold is labour effort or work... that it is delivered over time and only through the physical presence of the labourer, and that it is variable as to quantity and quality, and must be integrated with machines, materials, and the labour of others, distinguishes the labour market from all others," Prof. Woods said.

"Much of the conflict between unions and management concerns the degree of control over the process of changing the rules that is to rest with management, or with collective bargaining involving the union," he pointed out. This conflict becomes particularly difficult whenever management tries to regain lost ground, as was shown in the last U.S. steel strike, where the work rule issue was so important.

Unions start from nothing, grow, and reach a kind of maturity; but there is no permanent stability in labour relations, the speaker said. The reason for this is that "the problems are constantly changing, new issues are emerging, and new solutions have to be found. The social problems of industrialism do not disappear when resolved, they are reborn, or evolve to new forms as industrialism itself changes. The most we can expect in a relatively free society is a kind of moving equilibrium..."

The equilibrium between labour and management may be stabilized for a time by a number of devices, of which the certification of unions and the agreements signed by unions and management are examples. The respective roles of the two parties and of the state may also be stabilized by public policy reflected in legislation. The role of labour relations boards and minimum wage laws are examples of ways in which industrial relations are influenced by legislation.

However, the speaker pointed out, "the state leaves the determination of working conditions and wages and hours to the unions and management, where collective bargaining is operating, and to individual negotiation where it is not."

As an interesting mixture of private and public determination of the terms and conditions of work, Prof. Woods mentioned the Quebec Collective Agreement Act, under which a private agreement negotiated by a union or unions with a group of employers may be extended by law to cover the whole industry.

"Much more important in the unique Canadian system is the use of the delay on the strike and compulsory conciliation. I suggest that we have never quite made up our minds why we continue to use these devices," he said. "An equally important

question to ask is whether in fact our elaborate system of compulsory conciliation produces the results claimed."

It is suggested from time to time that the public is concerned with the effect that the terms of settlement may have on prices, employment, and the like; yet the public is quite willing to accept the results of private bargaining that produces a settlement without resort to conciliation. Clearly the ground of public interest in the settlement of a dispute must fail unless it can be shown that disputes that might end in a strike have an effect on prices more important than those that are settled without a strike. No logical case has been made out for general compulsory intervention to prevent strikes on this reasoning, Prof. Woods contended.

There are cases in which there is clearly ground for state intervention, however, he said. "Public intervention in Canadian railway disputes is inevitable simply because of the enormous role played by this form of transport in the economy, and because the employers are largely deprived by public policy of freedom to adjust freight rates upon which their revenues depend." In such cases the Government must intervene because collective bargaining cannot work properly, Prof. Woods said.

Cleve Kidd

In a democracy the role of government in industrial relations should be to give positive encouragement to direct collective bargaining between management and unions on the highest level that the maturity of both sides will permit; but this is the reverse of what is happening in Canada today, said Cleve Kidd in his address to the conference.

Mr. Kidd, Canadian Research Director of the United Steelworkers of America, spoke on "A Union View of the Role of Government in Labour Relations."

"At a time of growing Canadian unity, our balkanized methods of handling industrial relations are encouraging enmity and dissension;" our laws and the way they are administered more and more favour management; the certification procedure, instead of encouraging collective bargaining is restricting its scope; and our conciliation procedure is becoming less and less a proper process for encouraging collective bargaining and more and more a device for aiding management manoeuvres, he contended.

Although it might have been the original intention of government to interfere as little as possible in trade union affairs, he said, this attitude soon changed to the view that it would be in the best interests of unions, management and the public to

establish rules prescribing the activities that both parties directly involved in industrial relations might pursue.

The federal Industrial Disputes Investigation Act of 1907 dominated government attitudes toward industrial relations for close to half a century, Mr. Kidd said. These attitudes, in summary, included the assumption "that government should have nothing to do with problems of union recognition, with the rights of unions or managements, and should not openly encourage or discourage union organization. The sole function of government arose in the latter stages of the collective bargaining processes, when it took all possible action to prevent strikes and lockouts.

"This theory of the role of government in industrial relations has resulted in some legislation that is unique in political democracies," he continued. "I refer to the compulsory conciliation procedures that are common to both federal and provincial jurisdictions. It has also resulted in the common usage of police in strike situations—almost invariably to protect the interests of management. The police and the government came to be viewed by labour as tools of management," and this, Mr. Kidd believed, has seriously impaired and will eventually destroy government's effectiveness in mediating labour-management disputes.

The advent of industrial unionism in Canada in the 1930's drastically changed the labour situation, but it was not until 1944 that the federal Government introduced new regulatory legislation (Order-in-Council P.C. 1003) that set up certification procedures and recognized the right to organize. The wartime procedures were made permanent by the Industrial Relations and Disputes Investigation Act of 1947, Mr. Kidd related.

This Act and the discussions that led to its passing made it clear that the main responsibility for labour relations lay with the provinces, and for some time afterwards "most provincial legislation was closely patterned after the federal Act, and by and large we had uniform procedures across the country," he said. Although this was still essentially true, uniformity is increasingly breaking down, and if this continues it will lead to a "hodge-podge of provincial procedures and requirements."

Nevertheless some would say that this is inevitable, Mr. Kidd said, he hoped that this view was wrong, and that the British North America Act could be amended to allow greater uniformity to be established.

Although labour might have gained by being granted compulsory certification, he contended that the restrictions and com-

pulsions contained in legislation passed in 1944 and afterwards have placed labour in danger of being rendered ineffective.

Labour gained mandatory recognition at a cost of inhibitions and prohibitions such as compulsory conciliation; compulsory arbitration of grievances (in which he said he believed Canadian legislation was unique); hemming in, restricting and hedging the right to strike; interference with labour's jurisdictional problems; and other matters, such as the licensing of unions, as prescribed in Newfoundland.

"Some of the above constitute clear violation of fundamental democratic rights," Mr. Kidd contended.

Although he did not deny that the legislation that gave recognition to the right to organize might on the whole have contributed to the growth of unions, he thought that economic influences were probably the most important contributing factor.

Legislation providing for mandatory union recognition had been of doubtful value to unionism, he implied. There appeared to be justification for the belief that certification procedures have really been directed toward making strikes for recognition illegal rather than to encourage collective bargaining.

Mr. Kidd disagreed with Prof. Woods' view that the restrictive effect of Canadian legislation on labour had been unintentional. "Unions recognize that the rights of the community have to be respected and protected. But is this to be the excuse for legislative restrictions on, and erosions of other rights; i.e., the right to organize, to bargain collectively and to improve group standards by united actions?" he asked.

The speaker was highly critical of conciliation as it has developed in Canada and its provinces. He agreed that conciliation had served useful purposes in the past. It had, he said, allowed the parties to submit their cases to public scrutiny and had resulted in some degree of public understanding of the issues involved in major cases; and in the hands of competent chairmen (to say nothing of competent board members), conciliation boards have frequently resulted in fair and reasonable settlements. "They have, for the most part, promoted the cause of industrial peace."

But, although he had in the past been in favour of conciliation, his opinion had now changed, and he had come to think that it had outlived its usefulness and should be ended, Mr. Kidd said. He would favour its retention only when it was requested by either party "and that only in areas of major significance to the whole economy or in

the area of public service." He suggested that voluntary conciliation might be a sensible alternative.

Some of his reasons for this view were:

—The great scarcity of persons who are competent by training, temperament, or character to act as conciliation board chairmen. Mr. Kidd said that it would be hard to find a score of persons in Canada who were competent to fill the role of conciliator or mediator.

—Board chairmen are all too often subject to pressure from governments.

—The growing number and kind of restrictions that are being placed on labour unions; conciliation boards in themselves constitute a technique of delay, and conciliation has now assumed the role of another restriction.

—The degree of maturity reached by industry and unions in collective bargaining obviates the need for conciliation as we know it.

In enlarging upon these points, Mr. Kidd said with reference to the scarcity of persons suitable to act as conciliation board chairmen that he was not including the conciliation officials of the various departments of labour. The services of these men had been valuable, but he thought that they lacked power and that they should be given more scope.

He complained that the pressure that he contended governments often put on conciliation board chairmen strongly tended to be in favour of the employer.

"What do unions expect from governments in the realm of industrial relations?" he asked. First of all, he said, a minimum of interference. Pointing to the freedom from restriction in countries like Scandinavia and the United Kingdom, he said, "Only in countries like Canada and the United States, where the main concern of governments is apparently the protection of the privileges of private enterprise, are unions interfered with in every possible way short of complete state regulation.

"Next, unions expect governments to recognize their unquestioned rights to organize," Mr. Kidd said. "In this regard the concept of certification as now practised in Canada is open to serious question."

He said that the requirements of labour relations boards regarding eligibility for union membership, determination of bargaining units, proof of membership in a union, and the establishment of numerical requirements, interfere with legitimate trade union activities and have quite often defeated union attempts at organization.

"Unions also expect government to eliminate the types of legislation that have been

enacted on both coasts," the speaker continued. "These constitute direct and serious violations of basic human rights. A Bill of Rights that does not provide for the disallowing of such activities does not contain much practical substance."

Unions also want governments to establish industrial councils composed of government, employers and unions, patterned after those found in Sweden and Israel.

Another thing that unions expect from governments, Mr. Kidd said, is legislation forbidding an employer to try to open his plant by hiring strikebreakers when a strike begins. He pointed out that if compulsory certification, compulsory arbitration and conciliation were done away with, there would be no "illegal" strikes.

"We would also expect to see the use of injunctions in industrial disputes radically altered," the speaker said. "Injunctions have almost invariably been used for the purpose of limiting the effectiveness of strikes; in this sense they have facilitated the use of strikebreakers." Labour did not greatly object to the principle of injunctions, but if they were to be used fairly, he argued, the principle should be recognized that "the job of a wage or salary earner must be given equality of protection with the dollars invested by the employer."

Amendment of the B.N.A. Act to allow national collective bargaining with companies operating in more than one province was another of the things that labour expected, Mr. Kidd said.

"Finally," he said, "we would expect the type of government that labour could espouse to adopt a positive program of more even distribution of the wealth produced by our members; a program of full employment; a program of rising living standards; all these things we believe would be of the greatest help in reducing industrial strife; present day labour legislation with all its compulsory features would cease to exist as labour became an equal partner in the society it helped to produce."

Question Period

J. C. Weldon, chairman of the session, asked the speaker whether he considered that conciliation was merely useless, or whether he thought that it was positively harmful to the labour movement.

Mr. Kidd said that his thinking on the subject was not complete, and that it was not in agreement with the view generally held in labour ranks. He thought that the conciliation procedure often contained a good deal of "sound and fury, signifying nothing," but at the same time it was sometimes valuable if one were thinking

of industrial peace. The time factor was almost always against the union, and helped management owing to the money it saved by delaying wage increases.

More than one of the delegates pressed Mr. Kidd to explain what he meant by his statement that government conciliation officers should be given more power. Mr. Kidd said that the conciliation officers of the labour departments were often very capable and that there were some outstanding people in the government service, and if they had been allowed to develop their function they might have rendered conciliation boards unnecessary. He said that perhaps he ought not to have used the word "powers." Perhaps what he really meant was an extension of influence. These conciliation officers were not used as much as they should be. Most conciliation board chairmen were not conciliators. He did not suggest, he said, that all types of conciliation should be wiped out. He agreed that conciliation officers should not make recommendations, but he thought they should act as mediators.

In answer to another question, Mr. Kidd agreed that it was hard for the labour and management representatives on conciliation boards to be impartial, and he also agreed that these two members should be dispensed with.

Prof. Woods disagreed with this view. He said that his experience with such boards had been that the party members of a board were valuable to a chairman as links with the respective parties, in communicating with and influencing them. "Let's get rid of this nonsense of having three impartial people on a board," he said.

Mr. Kidd said that he did not think the two members were needed for the purpose Prof. Woods had mentioned, because it could be effected in other ways. He thought, however, that the two members were useful in doing a reporting job for their respective parties.

When asked to amplify his statement that legal requirements regarding certification had often defeated union attempts at organization, Mr. Kidd said that he did not see why there should be any legal requirements regarding majorities in a bargaining unit. "I don't think apathetic people have any rights," he said.

Sharman Laerie

Our laws were drawn up for industrial unions, and they do not take into account the peculiar circumstances of the craft unions in the construction industry, who are in complete conflict with these laws in their method of operation, said Sharman K.

Laerie, who gave the last address of the convention. The title of his address was "A Business View of the State Function in Labour Relations".

Mr. Laerie is Manager and General Counsel of the Niagara Industrial Relations Institute.

A satisfactory certification procedure for construction unions is almost impossible to devise, owing to the temporary nature of the employment about which they have to bargain, he said. Something must be done to cure this, the speaker said, suggesting that such unions might be granted immediate, temporary bargaining rights with provision for re-examination later.

The conciliation procedure required by law also militates against construction unions, Mr. Laerie said. He questioned the suitability for such unions of the requirement that the two parties must enter into an agreement for a period of at least a year. He thought that the one-year contract requirement and conciliation procedure might be cut out for construction unions.

If these disabilities of the unions were dealt with, we should prohibit secondary boycotts, organizational strikes, and other like devices that are not a legitimate part of contract bargaining procedure, the speaker contended. The seeds of corruption on both sides lie in the present situation, and such evils as intimidation, "sweetheart contracts," blackmail, etc., are likely consequences. He predicted that the situation would get worse if not dealt with.

In a democracy the government should try so to influence the balance of power between contending parties that the net results were in the best interests of all citizens, Mr. Laerie said. This was the proper role of government in any case of contending interests.

He emphasized the importance of the shortness of the period during which the present relationships between labour and management have grown up. The present standing of unions originated a mere 25 years ago, and in that time there had been a great growth in union membership and in the strength of organized labour's position. This change had arisen out of a climate of public opinion that was favourable to unions and that was justified by the behaviour of employers. He suggested that the unions now enjoyed immunities regarding restraint of trade, trespass and assault.

In the light of the tremendous progress that had been made by unions and the revolution that had taken place in the relations between men and bosses during the past 25 years, the speaker questioned

the seriousness of the union restrictions that had been referred to by some who had spoken at the conference.

Turning to suggestions that had been made for curbing the power of unions, Mr. Laerie said that with regard to legal regulation of the internal affairs of unions, he regarded these as of very little importance in their effect on the balance of power between labour and management. The unions he dealt with were not guilty of the corrupt practices that this regulation was aimed at, but some corruption was to be expected when unions were as powerful as they are now and had so much money at their disposal. He should have thought, however, he said, that such unions as the UAW and the United Steelworkers would have welcomed this regulation.

Referring to the immunity of unions from action regarding restraint of trade, the speaker said that it was basic that almost every move of a union comes in conflict with the definition of "restraint of trade." But he objected when a group of employers were forced to break the law by the unions' power to impose certain conditions of work.

He was opposed to the proposal that unions should be broken up, or "fragmentized." The unions should be free to match the power of the employers. There was also the practical objection that any attempt to force such a breaking up would be impossible to administer: the unions would be able to find legal means to stop it.

Our law enforcement officers should be less willing than they are to excuse union persons for offences of assault and trespass during strikes, the speaker thought. He disagreed with statements that had been made that the police were at the picket lines to promote disturbances. They were there to prevent lawless violence. He referred to cases in which persons convicted of serious crimes committed during strikes had been let off with very light punishment.

The speaker condemned lawless violence during strikes, and he supported the magistrate who, in a recent case, had placed a union organizer on probation for two years, during which he was not allowed to approach within a block of any plant where a strike was going on.

Mr. Laerie said that he would be happy if the reforms he had suggested were made. If this was not done, he predicted that the trend of public opinion would tend to become more unfriendly to unions. But he counselled against the Government's "rushing in" to try to cure all these things.

He thought that our main plea to the public should be for it to influence the Government not to act too quickly.

Panel Discussion

The panel leader, Prof. W. Donald Wood, asked for the members' views on probable changes in labour relations during the 1960's.

Mr. Kidd said he suspected there would be an increase in government intervention in union affairs, but he did not fear this much. He thought it would stimulate the unions.

Mr. Laerie thought there might be "a little flattening out" in government intervention. The excesses on both coasts would tend to tone down such action.

Mr. Best thought that where there was a vacuum in labour relations there would be more government intervention.

Mr. Frankel said he thought something would develop in connection with emergency strikes.

Mr. Frankel was asked by a delegate to comment on the view that there is no such thing as public opinion, since newspaper and radio comment is overwhelmingly against labour. Mr. Frankel said that there is an area of opinion to overcome this bias. Public experience regarding strikes, for example, affected public opinion.

Messrs. Kidd and Laerie were asked what they thought of the suggestion that industrial relations boards should give rulings regarding bargaining in good faith.

Mr. Laerie did not think it would be a good thing. He said that it was hard to define "bargaining in good faith." Mr. Kidd said that in some areas he thought it could be defined; for example, where an employer made a plea of inability to pay without giving any evidence to support it. He thought that the Kaufman strike* was a clear example of bad faith. Mr. Laerie said that not many employers use the Kaufman approach, but he asked why Mr. Kaufman should not have demanded a bond from the union as security against injury to his business.

*Strike by members of Local 88, United Rubber Workers of America, at Kaufman Rubber Co. Kitchener, Ont., for union recognition, a modified union shop, check-off of union dues, and wages and hours comparable to those provided in other URWA agreements in the province. Workers involved, at the maximum, numbered 575. The union had been certified in 1945 and had been trying since then to conclude a collective agreement with the company. The owner demanded that the union post a \$25,000 bond to cover possible damages during this or any future strike. The strike began June 25, 1960 and is considered to have ended on August 17, by which time 82 per cent of the employees were back to work.

One of the delegates who was well informed on industrial relations matters said that there were few requests for rulings regarding bargaining in good faith. They were usually made in cases where there was a clear-cut refusal by an employer to meet the employees' representatives. He added that rulings were not given until they were asked for.

A delegate suggested that there would in the future be an increased pressure on government to take a stronger hand in labour relations in regard to unemployment, the competition of imports, etc. He asked for Prof. Shister's opinion on this.

Prof. Shister said that when he predicted the day before that the next 10 years would

be a period of dominant prosperity he had pointed out that this did not preclude recessions. Among the factors that he thought would make for more government intervention were that the government was expected to promote full employment, and that the economic growth of Russia would add to the pressure for full employment and a more rapid rate of economic growth than the present one. Pressure on wages by unions, and thus on prices, would also cause hostility to unions that would force government activity, he thought.

Prof. Wood said that fiscal, monetary and welfare policies would have a big influence on labour relations.

Annual Conventions of the New Brunswick and Newfoundland Federations of Labour

Question of political action occupies prominent place in discussions at both meetings. Presidents of both groups for coming year different from 1959 chiefs

The question of political action by the labour movement in Canada occupied a prominent place in the discussions at the 4th annual convention of the New Brunswick Federation of Labour at the end of August, and at the 24th annual convention of the Newfoundland Federation of Labour in July.

Both Federations will have a new president at the helm during the coming year,

although the man elected to head the New Brunswick Federation is the same one who had occupied the post for 27 consecutive terms until his defeat last year.

The Newfoundland Federation had to elect a new president because the one who held the office in 1959, being a member of the International Brotherhood of Teamsters, was forced to resign when that union was expelled from the CLC in April this year.

New Brunswick Federation of Labour

Defeated last year after 27 consecutive years in the post, James A. Whitebone of Saint John, N.B., was again elected President of the New Brunswick Federation of Labour at its fourth annual convention, in Campbellton, August 29-31. He succeeds Angus MacLeod, also of Saint John, victor over Mr. Whitebone at the 1959 convention (L.G., Oct. 1959, p. 1018), who did not seek re-election.

In two main resolutions the Federation condemned a candy factory in St. Stephen, N.B., for blocking attempts by the Bakery and Confectionery Workers' International Union of America (CLC) to organize its workers; and urged the Government of Premier Louis J. Robichaud to "abolish the immoral practice" of indiscriminate firing of employees after a change of administration, or face exposure of the "archaic and vicious political patronage system being followed by the Government of this province."

Organized labour "cannot accept the principle of discharging competent, trained employees who have given faithful service to the public, on the basis of the opinion of non-elected citizens who make up the patronage committee of the various electoral districts," the second resolution declared.

Delegates to the convention heard R. P. Rintoul of Ottawa, National Director of the National Union of Public Employees (CLC), say that "research has proved quite satisfactorily" that while weekly salaries in Canada decreased 3.5 per cent last year, business profits jumped by 15 per cent. He thought this was evidence to dismiss the "myth" that higher labour costs are pricing Canada out of the export market. If salaries had increased as much as business profits, he contended, the additional money would have boosted domestic sales and reduced unemployment.

CLC Vice-President William Dodge told the Federation that the Canadian Labour Congress took part in the founding of the new political party to be formed by a merger of the CCF and labour, but it will not be a component part of it.

"Affiliates of the party," said Mr. Dodge, "will be the individual unions, not the CLC." But the CLC will extend full co-operation to the party, he stated.

To gain the presidency of the Federation, Mr. Whitebone defeated—on the first ballot—Phillip Brooker of Fredericton and Aurele Furlotte of Dalhousie.

Serving with Mr. Whitebone will be: Yvon Lanctin, Secretary-Treasurer; and Vice-Presidents M. J. M. Kenny, Ralph J. Boyd and Aurele Furlotte.

In other resolutions, delegates suggested that the Federation:

—Request the provincial Government to make funds available, through interest-free loans, to students wishing to attend college

who can show the need, promise, aptitude and necessary scholastic qualifications;

—Petition the Government to have the Workmen's Compensation Act amended to include deafness as a disability;

—Seek legislation that would provide free school books to all students from Grades 1 to 13;

—Attempt to have the Government institute a general minimum wage order of \$1.25 an hour, an eight-hour day and a 40-hour work week;

—Demand full bargaining rights for the Public Works Employees' Union;

—Seek to have the city of Moncton included in the cost-of-living index so that a more accurate cost of living can be determined for the Maritimes;

—Urge the provincial Government to enact an equal pay for equal work act to maintain parity among workers and to eliminate what the Federation termed "an unfair labour practice."

Newfoundland Federation of Labour

Speculation that the election of officers at the 24th annual convention of the Newfoundland Federation of Labour was a struggle between factions supporting and opposing political action by the Federation—an election that was won by the supposed supporters of political action—was laid to rest in a statement released by the new executive after the close of the convention. The convention was held in St. John's from July 11 to 14.

"The Executive of the Newfoundland Federation of Labour were surprised at... the impression that the recent convention faced a political issue and that the election of officers was primarily a decision on the political stand of the Federation," the statement said.

"We hasten to add," said the Executive in its statement, "that we are not concerned by what any person might think about the right of labour to become involved in politics. We are supposed to have political freedom in this country, and if we decide to take part in politics that is our right as free Canadian citizens."

At the convention, Esau E. Thoms was elected President of the Federation over Steve Neary, who had been acting as caretaker-president of the Federation. Mr. Neary, who was defeated at the 1959 convention by Larry Daley, was appointed to replace Mr. Daley on the latter's resignation after the expulsion of his union, the Brotherhood of Teamsters, from the Canadian Labour Congress. Mr. Daley was organizer for the Teamsters in Newfoundland.

The entire executive for 1960-61 is new. Joe Gillies of the Retail Clerks was elected Secretary-Treasurer by acclamation. Elected Vice-Presidents were: Calvin Normore, Western Vice-President; James Mullett, Central Vice-President; and Larry Dobbin and Lester Fairwell, Eastern Vice-Presidents.

The 83 delegates to the convention approved unanimously and without discussion a resolution demanding that the provincial Government "repeal all labour legislation passed since March 1, 1959." The legislation was an outcome of the strike of loggers in the 1958-59 winter.

Presented by the St. John's District Labour Council, the resolution termed the laws in question "the most oppressive in force in any province, state or country in North America" and asked the Government to "introduce legislation restoring the labour statutes which were in effect" prior to the woods dispute of 1959.

Delegates gave the stamp of approval to a new labour weekly newspaper, *The Examiner*, test copies of which were distributed at the convention. The newspaper will be supervised by an NFL-named editorial board.

In another resolution, the Federation requested the Government to establish a university and a vocational training school at Corner Brook to serve the central and western parts of the province.

Other resolutions approved called for the raising of the minimum wage to 75 cents and \$1 an hour, the raising of workmen's compensation benefits to correspond with increases in the cost of living, and for extension of the Act providing compensation for fluorspar miners at St. Lawrence who contract lung disease to all mine workers in the province.

Guest speakers and observers at the convention included William Dodge, Executive Vice-President of the Canadian Labour Congress, and Hon. Charles Ballam, Newfoundland Minister of Labour.

The 1961 convention of the Federation will be held in Grand Falls, where the Federation was founded 24 years ago.

92nd Trades Union Congress

Delegates support two contradictory positions on defence and foreign policy but almost unanimous on other matters; approve General Council recommendation that unions take disciplinary action against stewards who incite unofficial strikes

The 92nd Trades Union Congress, which met in Douglas, Isle of Man, from September 5 to 9, in voting on defence and foreign policies supported two stands that observers believed to be mutually exclusive.

On other matters, however, the Congress was for the most part unanimous in its decisions.

The Congress accepted a recommendation from the TUC General Council that affiliated unions take disciplinary measures against shop stewards who incite unofficial strikes. It adopted two resolutions calling for action to stimulate organization of the unorganized but defeated a proposal to give the General Council authority to merge unions with conflicting jurisdictions.

The TUC reaffirmed its belief in the principle of public ownership of the means of production, distribution and exchange, and reiterated its determination to seek higher wages.

The Congress marked the retirement of Sir Vincent Tewson as General Secretary of the Trades Union Congress after 14 years in the position. He is being succeeded by George Woodcock, Assistant General Secretary since 1947. Mr. Woodcock's election was by acclamation.

At the close of the Congress, the General Council elected Ted Hill of the Boiler-makers as its Chairman. Mr. Hill will thus be President of the TUC for the coming year and will preside at the 1961 Trades Union Congress.

Almost 1,000 delegates attended, representing 184 affiliated unions with a membership of 8,128,446, a drop of about 51,000 during the year. About 4,000 of this loss was the result of the disciplinary disaffiliation of the National Amalgamated Stevedores and Dockers. Most of the remainder was in unions representing coal miners and railwaymen.

Presidential Address

In his presidential address at the opening session of the congress, Claude Bartlett, who as Chairman of the TUC General Council presided over the proceedings, condemned unofficial (wildcat) strikes, called for a quickened pace of trade union education, warned that union services do not come at cut-rate prices, and appealed to the country's unions to attract into their ranks the "black-coated, white-collared and white-coated workers who at present stand a little aloof."

Mr. Bartlett, President of the Confederation of Health Service Employees, is the first General Council Chairman in 30 years who is not employed as a full-time union official.

He warned that workers who engage in unofficial strikes risk doing harm not only to their own union but to the whole trade union movement. (Unofficial strikes have had a bad effect on public opinion recently.) But much worse is the emergence of "an organized conspiracy to defy union rules that have been democratically decided upon and to ignore the agreements that have been properly negotiated for settling grievances and avoiding disputes," he continued.

"Those whose recklessness or disregard for trade union democracy leads workers into a series of dog fights are damaging the reputation of the tens of thousands of workshop representatives who, day in and day out, quietly and without fuss or bluster, are settling scores of problems which, without their skill and sagacity, would lead to chaos in industry."

A union member "does not relish becoming one of hundreds of trade unionists to be flung out of work and to have their earnings cut at a few hours' notice because a dozen men in another workshop have

downed tools before getting down in an orderly way to the settlement of a dispute that has angered them."

The loyal trade unionist is ready to fight to defend a principle or establish a right, the TUC President said. "He sees the strike as an indispensable part of the trade union armoury... But its value depends not on how often it is used but on how wisely it is used as a last resort rather than an opening gambit.

"If there has to be a fight, the good trade unionist wants it to take place on a battleground that he has helped to choose, with the issues clear and with all the resources of the union mobilized and marshalled for success."

If unionists wanted to deal with the "deliberately mischievous minority" they must equip the conscientious majority with all the knowledge they need. There must be an even greater enlargement of the educational and training facilities that trade unions provided, Mr. Bartlett said, and unions would have to add to the number and range of the specialists they use as managements draw increasingly on the services of specialists.

Members ought to be kept up to date on the main features of union policy as it developed. Too many of them at present relied on newspapers for accounts of what was happening in the industrial field.

Where union meetings were well attended, the task of keeping members informed was not a difficult one; but where unions had ceased to attract substantial numbers of members to meetings, the unions must not be slow to experiment with other ways of "spreading the news and collecting the views."

If lack of money was a barrier to the expansion of information, education and publicity services, "members must be told bluntly that powerful machines could not be bought at cut prices."

Some unionists were saying that a massive publicity campaign was needed to restore the movement's reputation, but the President believed that the answers to allegations that any trade unionists are guilty of unworthy actions must come from the organizations of which they are members, not from a campaign run by the movement as a whole.

Claude Jodoin

"Preservation of world peace in freedom and justice is the most important problem of our time," said Claude Jodoin, President of the Canadian Labour Congress, who was a fraternal delegate to the TUC.

"We can remain an effective force for peace only if we can stand together in the face of common dangers," he added. "Unity is the paramount issue in the free international labour movement.

"There may be different roads leading to the achievement of common goals; but if we remain divided and, as a result, paralyzed by futile discussion of the best methods of achieving these goals, then our battle is lost before it is even started," Mr. Jodoin said.

No single country and no single trade union organization by itself can hope to cope with the world's problems. "International action is a must."

Both the CLC and the TUC were part of the International Confederation of Free Trade Unions, he reminded the conference, and the CLC was determined to continue its support of the international organization.

Speaking on disarmament, subject of a long debate on the third day of the conference—Mr. Jodoin spoke on the second day—the CLC President told of his organization's many pleas to the Government to work for an agreement on the halting of nuclear tests and for negotiations to bring about the beginnings of mutual and total disarmament.

"While working for disarmament," he said, "we have realized long ago that if our efforts are to be successful, and the world is to be relieved of the mortal fear of self-destruction and to live in freedom and dignity, unilateral disarmament and neutralism in world affairs, far from being helpful in the struggle, are bound to have the opposite effect. (The day after Mr. Jodoin spoke, the TUC approved a resolution calling for unilateral nuclear disarmament by Great Britain.)

"We have urged a continuation of our traditional and historical alliances, while at the same time working within these alliances for the objectives that are so close to the hearts and minds of the millions of workers throughout the world."

Defence Policy

The Congress voted both for and against atomic weapons for Britain, approving a General Council policy declaration that would have the nation retain nuclear weapons in its arsenal and also a resolution that called for complete rejection of any defence policy based on the threat of the use of nuclear weapons.

The majority in favour of the resolution, however, was greater than that in support of the official policy. The vote on the resolution was 4,356,000 to 3,213,000, a majority in

favour of 1,143,000. The vote on the policy declarations was 4,150,000 to 3,460,000, a majority of 690,000.

(TUC unions vote on the basis of their total membership and each union casts its vote as a block.)

The explanation for this confusing and apparently contradictory stand is that one of the largest affiliates, the Amalgamated Engineering Union, with 908,000 votes, cast its ballot for both the resolution and the policy declaration. The Building Workers (83,000 votes) abstained on the declaration but voted for the resolution.

The resolution, moved by the Transport and General Workers' Union, expresses the belief that the defence and foreign policies of "the future Labour Government" should be based on:

—Complete rejection of any defence policy based on the threat of the use of strategic or tactical nuclear weapons.

—Permanent cessation of the manufacture or testing of nuclear and thermonuclear weapons.

—Pressing for the re-opening of discussions between nations at the earliest possible moment as the means by which world disarmament and peaceful co-existence can be most readily achieved.

The policy declaration, which was drafted by a joint committee of the TUC General Council and the National Executive Committee of the Labour Party, and approved by both the full Council and full Committee, proposes that:

—The British contribution to the Western armory in future be in conventional terms, leaving to the United States the provision of the Western strategic deterrent.

—No further nuclear tests be conducted by Britain but smaller (tactical) nuclear weapons (as well as the strategic deterrent) should continue to be manufactured exclusively by the Americans but deployed only under strict NATO control.

—Disarmament be thought of as an immediate and urgent necessity, not as a long-term goal.

Both the policy statement and the resolution agreed that flights from British bases of aircraft carrying nuclear weapons should be halted, that the establishment of missile bases in Britain should continue to be opposed, and that Communist China should be admitted to the United Nations.

The policy declaration called for a reform of NATO and revision of NATO strategy, but expressed continued loyalty to the Organization. The resolution made no mention of NATO.

Unofficial Strikes

By a clear majority, registered by a show of hands and not a recorded vote, the Congress adopted a report of the General Council recommending that affiliated unions take disciplinary measures, including expulsion if necessary, against shop stewards who persistently flout official union policy and advice, and call men out on strike before normal grievance and arbitration procedures have been given a chance to work.

A motion to refer the report back to Council, moved and seconded by Communists, was defeated.

The report was an interim one. At the 1959 Congress, a resolution on the subject of unofficial strikes had been rejected because it implied an attack on all shop stewards, and the General Council was requested to conduct an inquiry and present a report at this year's convention.

There were two main reasons for the inquiry; first, trade unionism was declining in public esteem; second, the indirect effects of work stoppages, many of them undertaken without executive authority, were increasing.

Immediately after adopting the report, the delegates unanimously approved a composite resolution expressing appreciation of the work of shop stewards, and calling for an extension of publicity services to increase public understanding of the work performed by trade unions.

The report conceded that there had been instances of mishandling of an industrial problem by a union representative. It spoke of muddle, duplication, and conflict through shop stewards' acting as though they were independent. Conferences of stewards of different unions were being convened, not only to bypass the negotiating machinery but to order strike action, even while official negotiations were going on.

But it pointed out that time lost in strikes last year, apart from the stoppage in the printing industry, which accounted for two thirds of the days lost and which was "official," amounted to an average of less than 30 minutes a worker in the year. And it suggested that a break in the normal pattern of collective bargaining is more likely to be due to faults of management—to hasty decisions and to the causing of rumours by withholding information.

Sir Thomas Williamson, leader of the National Union of General and Municipal Workers, who presented the report, denied that the General Council was attempting

The New General Secretary

The new General Secretary of the Trades Union Congress, George Woodcock, was Assistant General Secretary since 1947. He was the only candidate nominated to succeed Sir Vincent Tewson, who retired at the end of the 92nd Congress.

Mr. Woodcock was born in 1904. At the age of 13 he went to work in the Lancashire cotton mills. When he drew his first full week's pay he joined the Weavers' Union. After 11 years in the mills he won scholarships to Ruskin College and then to Oxford University, where he obtained a degree with honours in philosophy, politics and economics.

In 1936, he joined the staff of the TUC after a brief period as a civil servant, and was appointed secretary of the TUC's Research Department. He became Assistant General Secretary of the TUC 11 years later.

to dictate union policy. The report presented only a recommendation, and the Congress had no authority to make any union do anything.

"If the unions don't want to exercise any discipline, the TUC won't force them to do it," he said. "In fact, it can't do it."

But he pointed out how unofficial strikes had damaged the reputation of the trade union movement, raided union funds by their effect on groups of workers indirectly involved, and weakened the authority of union leaders.

Organization and Jurisdiction

Two resolutions calling for action to stimulate organization of the unorganized were adopted, one unanimously. But one asking for constitutional amendments to give the General Council more authority to bring together unions with competing jurisdictions was defeated.

A motion by the National Union of Vehicle Builders expressed serious concern at the need to recruit many thousands of non-unionists into the trade union movement and at the number of young people who were not trade union members. It called for an examination of the steps necessary to secure greater participation by young people in union membership and activity. The motion was carried.

The resolution that gained unanimous approval asked the Congress to note that the rapid growth of the clerical, technical and scientific labour force had not been matched by a corresponding increase in

trade union membership in those fields of employment. It urged the General Council to look into this question and encourage organizations catering to non-manual workers.

The spokesman for the union sponsoring the motion, the National Union of Bank Employees, warned the delegates against thinking that the trade union movement was all right because of 100-per-cent organization on the shop floors and in factories. "Production techniques are such that in a few years time you may find yourself with 100-per-cent support on the production side but with an army of non-unionists in the offices. If this happens, what will happen to your strength on the shop floor?" he asked.

The Constructional Engineering Union moved a resolution instructing the General Council, in view of the differences still arising between unions regarding membership problems, to look at the TUC's authority in relation to jurisdictional problems and prepare for presentation at the 1962 Congress.

The Tobacco Workers' Union moved an amendment calling for constitutional amendments to give the General Council authority to amalgamate competing unions. The General Council opposed both the resolution and the amendment, and both were defeated.

Public Ownership

A composite motion on public ownership, moved by the President of the Union of Shop, Distributive and Allied Workers, was carried unanimously.

It reaffirmed the TUC's belief in the principle of common ownership and democratic control of those sections of industry vital to the well-being of the country, and, recognizing the vital contributions that public ownership had to make to the solution of many problems facing the nation, called for extension of that principle on a progressive and selective basis. It also called for the General Council to prepare a comprehensive report on the subject.

The resolution further asked the Council to conduct a campaign to explain the moral and material benefits that would accrue to all sections of the community as a result of the application of the principle of control of the means of production, distribution and exchange.

Nationalized Industries

A composite resolution reaffirming TUC belief in a nationalized transport system was adopted. Carried also was a resolution expressing opposition to any attack by the

Government on the nationalized industries, particularly to decentralized control in the coal mining industry.

Economic Policy

The problem of the 1960's was to achieve a breakthrough to the abundance that would come as a result of scientific and technological advances, said J. A. Birch, Chairman of the TUC Economic Committee, when presenting his report to the Congress.

"I have come to the conclusion that governments are usually preoccupied with the economic problems of the previous decade. If the main problem of the fifties was how to secure stability, the main problem of the sixties is surely how to secure expansion," he said.

The TUC General Council, he said, would continue to urge on the Government a policy of expansion through means appropriate to the age.

It was as nonsensical to assert that demands for improved wages and working conditions were bringing the country to its knees as it was to say that the answer to all problems was wage increases, he said.

To critics who regarded the General Council's economic work as nonsense, Mr. Birch said the Council was trying to influence the economic conditions in which collective bargaining would be most effective. This was equally as important as collective bargaining.

A resolution expressing alarm at the decision of the Government to reduce the scale of necessary national expenditure without first examining the trend of capital investment in the private sector of industry was adopted.

Congress unanimously adopted a resolution reaffirming its determination to seek higher wages. The resolution condemned a society that maintained an illusion of prosperity on the basis of easy credit facilities, which, when they got out of hand, compelled the Government to adopt restrictive economic policies. The result of this was that workers were first run into debt and then put out of work.

Social Insurance and Industrial Welfare

A composite resolution on social insurance benefits was carried almost unanimously. It expressed grave concern at the present low level of retirement pensions and all national insurance benefits, and called on the Government to raise substantially the present retirement pension rates to a level "more consistent with the requirements of the second half of the Twentieth Century."

The Daily Herald

Faced with the choice of either relinquishing editorial control over the daily newspaper, *Daily Herald*, or seeing it close down, the TUC decided at the 92nd convention to give up editorial control.

The Congress signed a new 25-year agreement with Odhams Press under which the *Herald* is no longer obliged to support the specific policies of the Labour Party and the trade union movement. A written undertaking has been given by Odhams Press, however, that the paper will not abrogate the "general principles of the labour movement."

The *Herald* began in 1911 as a strike sheet. It was revived the next year by Ben Tillet, who in 1919 brought in Ernest Bevin. In 1929 Bevin brought the TUC into partnership with J. S. Elias (later Lord Southwood) of Odhams Press, forming the *Daily Herald* (1929) Ltd. Under the 1929 agreement the TUC controlled the paper's political purpose and Odhams was given commercial control.

In 1957, after the *Daily Herald* had been losing circulation since the late thirties, a new arrangement was made; a publishing licence was granted to Odhams Press by the *Daily Herald* (1929) Ltd. This meant more editorial freedom for the *Herald* and more financial flexibility for Odhams, which was enabled to operate the paper in conjunction with its other publications.

The paper continued to lose money, in recent months at the rate of £300,000 a year, and its circulation had fallen to one of the smallest of the 10 national dailies in the British Isles.

The 1957 agreement gave to both parties the right to give 12 months' notice of termination of the agreement. Under the new agreement, only Odhams has this right.

The TUC will continue to hold 49 per cent of the stock of *Daily Herald* (1929) Ltd., and will continue to appoint four directors to the board of the paper.

It also asked the General Council to attempt to obtain improvements in all social insurance benefits during the current financial year.

During the discussion of the social insurance and industrial welfare section of the General Council's report, a delegate complained of the way in which the Government was altering the basis of financing national insurance—away from the taxpayer and toward the employer-employee contributions.

Annual Report of U.K. Minister of Labour, 1959

The year 1959 began in the United Kingdom with a total of nearly 621,000 registered unemployed—the highest figure since 1947—but by July the number had fallen to 395,000. It then began to rise, and it reached 421,000 in December. But this was less than the usual seasonal increase and 111,000 fewer than in the preceding year.

These figures are taken from the annual report of the Ministry of Labour for 1959, a summary of which was published in the *Ministry of Labour Gazette* for June.

Owing to the high level of unemployment at the beginning of the year, the average total of unemployment was higher than in the previous year—475,000 compared with 457,000. But by the end of 1959 unemployment had become mainly a local problem.

The mild recession that began in 1958 extended into January 1959, but a period of rapidly increasing industrial activity followed, which culminated in November with a record total working population estimated at 24,385,000, of which 23,432,000 were in civil employment.

Overtime rose to a very high level and short-time working, which was heavy at the end of 1958, toward the end of 1959 had dropped to one of the lowest levels ever reached.

In spite of the usual seasonal decline between November and December, both the total working population and the number in civil employment were higher by 166,000 and 310,000 respectively than they had been at the end of 1958, and higher than in any previous year. All but 34,000 of the increase in civil employment occurred in the manufacturing industries, especially the metal-using industries. The main reductions were in coal mining, railways, agriculture and aircraft manufacture.

Almost the whole of the increase in the working population and 184,000 of the increase in civil employment was accounted for by women and girls.

At the end of the year there were 88,000 more unfilled vacancies than in 1958 and 15,000 more than in 1957. Local shortages of labour were beginning to appear, especially of skilled engineering workers, and throughout the year the demand for scientists and professional engineers greatly exceeded the supply.

Jobs were found by the Ministry for nearly 1½ million men and women, including 72,500 disabled who were found ordinary employment and 1,100 who were placed in sheltered employment.

About 5,100 workers were trained in various skilled trades through the Ministry's vocational training schemes, which were directed mainly toward resettling disabled ex-soldiers and unemployed workers who needed special help. Courses of rehabilitation were given to more than 10,200 men and women—more than in any previous year.

Important labour legislation passed during the year included the amendment of the Factories Acts, 1937 and 1948, which introduced new provisions for the health, safety and welfare of workers (L.G., Feb., p. 186; Nov. 1959, p. 1188). The Terms and Conditions of Employment Act, 1959, repealed the Catering Wages Act, 1943, and brought the hotel and catering industry under the more flexible provisions of the Wages Councils Acts, 1945 to 1948.

The Terms and Conditions of Employment Act also set up a procedure for referring "claims" by representative organizations of employers or employees to the Industrial Court, by means of which an employer could be required to observe the recognized terms and conditions of his industry.

Most of the claims for increased wages, reduction of hours, or other conditions were settled by direct negotiation between the parties or through the industry's voluntary negotiating machinery. The Ministry's conciliation officers, however, brought about settlements in 173 disputes. Other disputes referred to the Ministry that were settled by voluntary arbitration numbered 90, and 88 were settled by the Industrial Disputes Tribunal before it came to an end in February. (L.G., 1958, p. 1389).

The total of 5½ million working days lost in industrial disputes was more than 50 per cent greater than in 1958. This was accounted for by the national printing strike, in which 3½ million days were lost.

Increases in wages and reductions in working hours were the most common subjects of negotiation. Nearly 4½ million wage earners had their weekly rates of wages increased; about 357,000, compared with 339,000 in 1958, had their weekly hours reduced by an average of one and a third hours.

On November 20, the Ministry reverted to its original title after a period of more than 20 years. The Minister of Labour Order, 1959, provided for the transfer on October 21 of the functions of Minister of National Service to the Minister of Labour; and the Ministry of National Service was dissolved by the Ministry of National Service (Dissolution) Order, 1959.

Industrial Fatalities in Canada during the Second Quarter of 1960

Deaths from industrial accidents decreased by 29 from the previous quarter and by 115 from the second quarter of 1959. Of the 219 fatalities during second quarter this year, the largest number, 37, occurred in construction and logging

There were 219* industrial fatalities in Canada in the second quarter of 1960, according to the latest reports received by the Department of Labour. This is a decrease of 29 from the previous quarter, in which 248 were recorded, including 22 in a supplementary list. In the second quarter of the previous year, 334 fatalities were recorded.

During the quarter under review, there were two accidents each resulting in the deaths of three or more persons.

The first of these cost the lives of six persons. On April 13, six loggers were drowned when the boat in which they were returning from their logging camp on Sechelt Inlet, B.C., capsized.

The second accident caused the loss of four lives. On June 20, while returning to base camp from the north end of Stuart Lake, B.C., four forest assistants were drowned when their boat capsized.

Grouped by industries (see chart page 1022) the largest number of fatalities was recorded in logging and in construction, each of which had 37. In logging, the 37 fatalities represented a decrease of 1 from the 38 that occurred during the same period in 1959 and of 5 from the 32 that were recorded during the first quarter of 1960. In construction, 37 fatalities were distributed as follows: 22 in buildings and structures, 9 in highways and bridges and 6 in other construction. For the same period last year, fatalities in this industry numbered 70: 44 in buildings and structures, 20 in highways and bridges and 6 in other construction. During 1960's first quarter, 27 fatalities were listed: 13 in buildings and structures, 12 in highways and bridges and 2 in other construction.

There were 35 fatalities in the mining industry during the quarter: 24 in metal mining, 7 in coal mining and 4 in non-metallic mineral mining. During 1959's second quarter, 43 fatalities were reported,

of which 32 were in metal mining, 4 in coal mining and 7 in non-metallic mineral mining. Thirty-four workers were killed in this industry in the first quarter of 1960: 21 in metal mining, 5 in coal mining and 8 in non-metallic mineral mining.

During the quarter, accidents in the transportation, storage and communications industry resulted in 29 deaths; 8 of these were in railway transportation, 6 each in water transportation and local and highway transportation, and 5 in air transportation. During the same period last year, 42 deaths were reported, of which 16 were in local and highway transportation, 10 each in railway and water transportation and 3 in air transportation. Accidents during January, February and March of 1960 caused the deaths of 44 workers; 16 of these were in local and highway transportation, 12 in railway transportation, 10 in water transportation and 3 in storage.

Twenty-three fatalities were recorded in agriculture, an increase of 3 from the 20 that occurred during the same period in 1959 and of 13 from the 10 that were listed during the first quarter of 1960.

An analysis of the causes of the 219 fatalities during the first quarter (see chart page 1022) shows that 63 (29%) were

(Continued on page 1068)

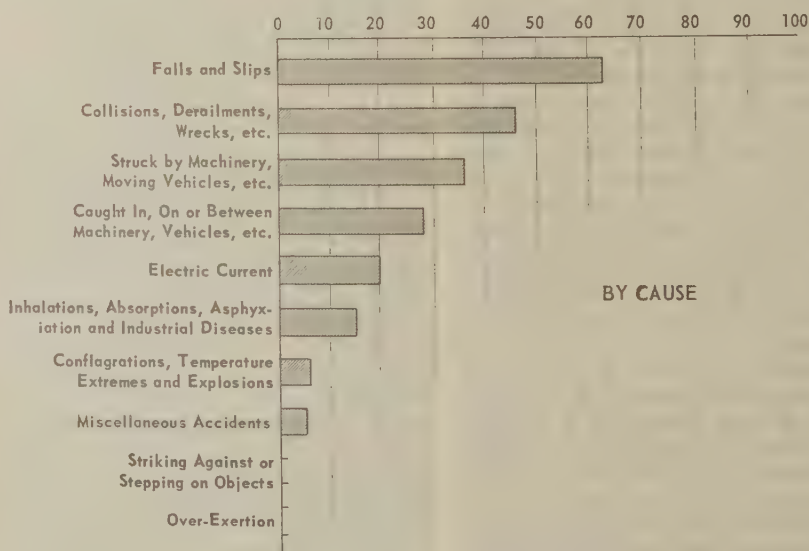
The industrial fatalities recorded in these quarterly articles, prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries that are covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

*See Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the second quarter of 1960 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 63 fatalities for which no official reports have been received, including 23 in agriculture alone.

INDUSTRIAL FATALITIES IN CANADA

Second Quarter of 1960



Source: Economics and Research Branch, Department of Labour

Older Worker Survey by Edmonton Club

Few age restrictions on hiring revealed in replies to questionnaire by members of Edmonton service club. Average of 16 per cent of employees of respondents' firms over 65 years of age, and average of 6 per cent more than 75 years old

"About one Canadian in four is over forty, one in five is over fifty, and one in nine is over sixty. Obviously it is of great importance that so many of our population must not be thrown on the scrapheap should they lose their jobs," said the *Edmonton Journal* in an editorial on December 9 last year.

"Many employers who have a rule against hiring anyone over 30 or 40 admit that, on the ground of performance, there is no justification for that policy. However, they claim that pension fund considerations dictate it.

"It does not seem beyond ingenuity to solve this problem, perhaps through larger contributions by the worker, or a special fund for those hired over forty," the editorial said.

At the time it was published, a large service club in Edmonton was preparing a questionnaire on the older worker for circulation among its members. It was circulated early this year and an encouraging number of replies has been received.

To the question, "Has your company a restrictive policy with respect to hiring workers over a certain age, and if so, what age?" only 10 of the 126 replying said they would not hire men over 65; the same 10 noted, however, that they had no prejudice where men over 45 with suitable qualifications were concerned.

One employer of a large staff said his company had retained 100 men over 65, the firm's normal retirement age, and all are "doing good work."

Questioned on the percentage of the firm's employees over 45 years of age, 18 of the respondents reported from 0.5 to 20 per cent of their employees were over 65; the average was 16 per cent. Six per cent were more than 75 years of age.

A group of 52 employers of smaller staffs reported that from 5 to 70 per cent of their employees were more than 45 years of age; the average was 42 per cent.

"In your opinion, is there a job available in your business which could be done by a qualified older worker? was another question. Club members reported employment openings for 29 older workers.

To the question, "If company policy prevents the hiring of older workers (over 45), would consideration be given to a policy change?" almost all of those questioned who controlled labour policy and whose policy did not preclude the hiring of older workers indicated that policy would not stand in the way of hiring older workers if the applicants were otherwise suitable.

Elsewhere on the Prairies

Elsewhere in the Prairie Provinces, the Winnipeg National Employment Office recently effected the successful placement of a 56-year-old widow who found, when looking for a job, that employers were seeking younger persons and that her limited work history was a handicap. After many calls, the special placements division of the NES Winnipeg office persuaded an employer to overlook the woman's age and concentrate on her suitability. She was hired as a general office clerk with a starting salary of nearly \$200 a month.

At Moose Jaw, Sask., CHAB-TV carried a panel discussion on the older worker. An NES officer on the panel reported the recent retirement of an 82-year-old man who had retired once before, when aged 65. As he was eager to continue working, the NES found a job for him at a store; he worked another 17 years before retiring a second time.

The *Winnipeg Free Press* published an editorial commenting on statements of Dr. Wilder Penfield, former Director of the Montreal Neurological Institute, that for the average man physical demands should be lessened by age 60 but that "the brain quite often is ready for its best performance in certain fields at that age." If what Dr. Penfield said is true, the *Free Press* commented, "then a great fund of manpower is being neglected (and indeed destroyed) under our present concepts of 'social security'."

Material for this page was supplied by Morton Wilson, Prairie Regional Public Relations Officer, Unemployment Insurance Commission.

Name Woman Secretary of Royal Commission

Miss Elizabeth Leitch, government economist who was assistant secretary of the Royal Commission on Broadcasting, appointed secretary of the Royal Commission on the automobile industry. Survey women's training and employment in N.Z. city

Miss Elizabeth Leitch, an economist with the Department of Trade and Commerce, last month was appointed secretary of the Royal Commission on the automobile industry (L.G., Sept., p. 892).

A native of Calgary, Miss Leitch was graduated from the University of Toronto with a masters' degree in Economics. Twice she worked in Ottawa for a year, in 1942 and again in 1946, helping to develop the Government price control program. Later, she was assigned to the Food and Agricultural Organization in Washington, where she was chief of the prices section.

In 1950 she joined the Department of Trade and Commerce and since 1953 has been Assistant to the Director of the Economics Branch. She was given leave of absence to serve as Assistant Secretary to the recent Royal Commission on Broadcasting and will now again be freed for full-time work with the new Royal Commission.

Women's Training and Employment in N.Z.

A survey of vocational training and employment of women in the city of Christchurch, New Zealand was recently carried out by the YWCA of that country with assistance from the Department of Labour. It provides an example of co-operation between a government agency and a voluntary organization, and the findings may resemble the conditions found in a medium-sized city in Canada.

The advisory committee for the enquiry was made up of a group of women in strategic positions in business and industry. The committee interviewed representative employers and employees, the registrar of apprentices, the secretary of the furniture making and allied trades, school principals, teachers and career advisers at the secondary school level and, at the university, the heads of the faculty of engineering and extension services.

Employers who participated were selected both from industries employing considerable numbers of women and from those in which few women are employed. They included the managers of a printing, bookbinding and box-making firm, a boot and shoe fac-

tory, a daily newspaper, a clothing and knitwear factory, a department store and a firm of accountants; and the matron of a public hospital.

On the whole the enquiry revealed a conservative attitude toward the education and employment of women. In the secondary schools, girls are found in academic, commercial or domestic arts courses rather than in scientific or technical fields. Because of a shortage of teachers of science and mathematics, girls were not always encouraged to study science. In university most girls worked toward an Arts degree. For the most part students selected their courses without much assistance from guidance officers; at the most they asked for information about the occupation they intended to take up. Material about new, little-known occupations was extremely hard to find.

Except in the newspaper and in bookbinding companies, the committee found employers reluctant to promote women to posts of responsibility. Moreover, many women themselves seemed to care little about promotion. There were, however, a few able women not afraid of accepting responsibility who have been establishing themselves quietly and without opposition in new fields. Among these were a fully-trained watchmaker, a branch manager in a bookbinding establishment, a secretary of an engineering firm and a town-planning officer.

Leaflet on Ontario Labour Laws

Know Your Rights!, a new leaflet by the Ontario Department of Labour, is worth the attention of every woman worker in Ontario. The leaflet summarizes the main labour laws in effect in the province. Subjects covered include labour relations, hours of work, vacations with pay, minimum wages, workmen's compensation, fair employment practices, equal pay, industrial standards, apprenticeship and safety and health in factories, shops and offices. Copies of the leaflet may be obtained free of charge from the Ontario Department of Labour, 8 York Street, Toronto 1.

50 Years Ago This Month

Trades and Labour Congress of Canada holds 26th annual convention. Question of international peace of special concern to delegates, who adopt resolution reaffirming TLC opposition to war. Political action by unions subject of debate

The 26th annual convention of the Trades and Labour Congress of Canada, held in Fort William and Port Arthur from September 12 to 17, 1910, was covered in a lengthy report in the LABOUR GAZETTE for October of that year.

The first three days' sessions were held in the auditorium in Fort William, and the rest of the meetings took place in the Finnish Labour Temple in Port Arthur. The report of the credentials committee showed 158 accredited delegates. Of these, 38 represented 23 trades and labour councils, and 120 were sent by 107 international trades unions. One fraternal delegate was sent by the American Federation of Labor.

The convention showed special concern with the questions of international peace and independent political action by trade union bodies.

The Executive Committee in its report recommended that continued efforts be made to promote the work of those who believed in international peace. It also expressed the opinion that the electorate should have been given an opportunity to express its views on the establishment of a Canadian navy.

Later in the convention the delegates unanimously adopted a resolution reaffirming the opposition of the Congress to war, and instructing the executive to take steps to arrange an international peace conference of all federations of labour. The resolution asserted in the preamble that "international warfare is the result of the personal ambition for the self aggregated [*sic*] or commercial gain of an exploiting and influential minority of the people."

One of the miscellaneous resolutions passed by the convention said that, "as capitalists of the world create all wars, this Congress insists upon them doing their own fighting."

The Executive Committee in its report called attention to the continued success of the British Labour Party, as well as the favourable result for the Labour Party in elections in Australia. It said that renewed action should be taken to convince the workers of the desirability and necessity of sending their own representatives to Parliament.

Nevertheless a substitute resolution submitted later by the resolutions committee and adopted by the convention declared that the Congress was not a political party, "but truly the legislative expression of organized labour throughout all Canada." It went on to reaffirm the belief of the Congress in "independent political action on the part of the working class itself," and "the absolute necessity of seizing the federal and provincial law-making powers." It said that "in the matter of enforcement it believes that the best interests of organized labour can be conserved by recommending and permitting provincial autonomy."

The reports of the provincial executive committees for several of the provinces asserted the desirability of political action. The reports that favoured political action included those of the executive committees of British Columbia, Manitoba, and Ontario; the Nova Scotia committee showed its sympathies by saying that the Halifax Labour Party had selected a candidate to contest Halifax county in the forthcoming provincial elections. The Manitoba executive committee said that as a result of a movement originating in the Winnipeg Trades and Labour Council a labour party had been formed.

Nearly 70 resolutions in all were submitted to the convention. In addition to those already mentioned, some of the more important opposed compulsory arbitration, pressed for provincial and Dominion legislation requiring employees to be paid once a week in cash, recommended favourable legislation for co-operative societies, pressed for legislation raising the minimum age at which children might be employed from 14 to 16 years, and urged that "provision should be made by the Dominion and provincial legislatures and school boards to provide the necessary money and create scholarships, so that the child of the toiler whose parents or guardians are unable to provide the necessary funds for such education" could compete for a scholarship and obtain the best education possible.

The Secretary-Treasurer's report showed that total receipts for the previous financial year were \$9,482.34 and the total expenditures \$7,103.56, leaving a balance on hand of \$2,378.78.

TEAMWORK in INDUSTRY

Hon. Michael Starr, Minister of Labour, has challenged "fair-minded people on both sides" to open up new channels of communication and participation between labour and management. Speaking to the recent annual meeting of the Canadian Manufacturers' Association, Mr. Starr deplored the tendency of labour and management to remain on either side of an imaginary fence rather than meet in a atmosphere of co-operation to discuss and resolve their problems.

"They have an equal stake and an equal responsibility in the orderly and prosperous evolution of our economy," he declared.

* * *

Charles Smith, Vice-President of the Brotherhood of Maintenance of Way Employees, has suggested that more use should be made of the forum provided by the Canadian National Railways' Union-Management Co-operation Movement to discuss ways and means of lessening the impact of change on employees. He pointed out that changes in methods of work which are not carefully planned, explained and discussed prior to their inception may lead to fear and misunderstanding. "Without dependable means of communication," he said, it is difficult to maintain a high standard of morale."

* * *

Describing wasteful practices in the steel industry as "a threat to job security," R. Conrad Cooper, Executive Vice-President of Personnel Services for the United States Steel Corporation, has called on companies, the union and employees to tackle the problem through "all-out co-operation". He suggested that what the industry needs most is a constant searching by all personnel for methods to improve efficiency, increase the quality of products, eliminate waste and reduce costs.

* * *

The newly elected President of the Canadian Construction Association has recommended the formation of joint labour-management committees in the construction industry in "all centres where contractors and unions are well organized." Jack M. Soules of Port Credit, Ont., stated recently that closer labour-management relations at

all levels are a "must" if costly production and wage losses through industrial disputes are to be avoided.

The CCA believes, continued Mr. Soules, that there are many subjects on which employers and employees have common objectives, and that emphasis should be placed on this positive aspect of their relations rather than on the negative or acrimonious aspect characterized by disputes and work stoppages. The speaker directed attention to the joint labour-management committees operating in the construction industry in Winnipeg, Montreal and other cities. "There is practically no limit to what they can accomplish for the common good if they continue to act in an atmosphere of trust, reason and responsibility," asserted Mr. Soules.

* * *

Solid support for the work of the federal government's Labour-Management Co-operation Service was expressed recently by W. Elliott Wilson, QC, Deputy Minister of Labour for Manitoba. During an address to the Personnel Association of Greater Winnipeg, Mr. Wilson said: "These committees enable people involved in an enterprise to pool their ideas to bring prosperity and a sense of achievement and satisfaction through intelligent, purposeful production planning."

One of the chief complaints about today's mass industry is that the individual employee is made to feel that he is merely a cog, not a person; that he is a number, not a man. "The labour-management committee concept can do more to beat this complaint than anything else presently available," Mr. Wilson declared.

* * *

Objective of the 1960 combined "safety-housekeeping" campaign at Continental Can Company's plant 54 in New Toronto is "1,000,000 man-hours without a disabling injury."

Management and the plant's 500 employees are approaching their problems along four avenues: safety meetings, safety tours, safety displays and accident investigations. Strong support is being given to the campaign by Local 4025, United Steelworkers.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during August. The Board issued five certificates designating bargaining agents, ordered three representation votes, and rejected three applications for certification and one application for revocation of certification. During the month the Board received nine applications for certification, one application for revocation of certification, and allowed the withdrawal of two applications for certification.

Applications for Certification Granted

1. Canadian Transportation Workers' Union No. 158, National Council of Canadian Labour, on behalf of a unit of drivers employed by Hanson Bros. Cartage Limited, Ottawa (L.G., Aug., p. 814).

2. Canadian Air Line Dispatchers Association, on behalf of a unit of dispatchers employed by TransAir Limited at the Winnipeg International Airport (L.G., Sept., p. 914).

3. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of longshoremen directly employed in the loading and unloading of coastwise vessels at Vancouver by the West Coast Stevedoring Co. Ltd. (L.G., Sept., p. 915).

4. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of longshoremen employed by the Canadian National Steamship Company Limited in loading and unloading coastwise vessels at Vancouver (L.G., Sept., p. 915).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of marine engineers employed by the Canadian Pacific Railway Company aboard the S.S. *Princess Helene* in the company's Bay of Fundy service (L.G., Sept., p. 915).

Representation Votes Ordered

1. International Longshoremen's and Warehousemen's Union, Local 511, applicant and intervener, British Columbia Bulk Commodities Handlers Union Local No. 1, applicant and intervener, and Pacific Coast Terminals Co. Ltd., New Westminster, B.C., respondent (L.G., Aug., p. 814). The Board directed that only the name of the International Longshoremen's and Warehousemen's Union, Local 511, be placed on the ballot in the vote which affected employees of the company at the bulk loading terminal at Port Moody, B.C. (Returning Officer: D. S. Tysoe) (*see also* item 3, "Applications for Certification Rejected," below).

2. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Bendickson Towing Co. Ltd., Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Aug., p. 814). The Board directed that the names of the applicant and the intervener be placed on the ballot (Returning Officer: D. S. Tysoe).

3. National Association of Broadcast Employees and Technicians, applicant, Radio Victoriaville Limitée, Victoriaville, Que., respondent, and Jean-Paul Berthiaume, *et al*, intervener (L.G., Sept., p. 915). The Board directed that only the name of the National Association of Broadcast Employees and Technicians be placed on the ballot (Returning Officer: C. E. Poirier).

Applications for Certification Rejected

1. Canadian Merchant Service Guild, Inc., Eastern Branch, applicant, Anticosti Shipping Company, Montreal, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Sept., p. 914). The application was rejected for the reason that it was not supported by a majority of the employees

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

affected in the representation vote conducted by the Board (*see also* item 2 immediately below).

2. Seafarers' International Union of North America, Canadian District, applicant, Anticosti Shipping Company, Montreal, respondent, and Canadian Merchant Service Guild, Inc., intervener (L.G., Sept., p. 914). The application was rejected for the reason that it was not supported by a majority of the employees affected in a representation vote conducted by the Board (*see also* item 1 immediately above).

3. British Columbia Bulk Commodities Handlers' Union Local No. 1, applicant, Pacific Coast Terminals Co. Ltd., New Westminster, B.C., respondent, and International Longshoremen's and Warehousemen's Union, Local 511, intervener (*see* "Applications for Certification Received," below). The application was rejected for the reason that the applicant did not have members in good standing within the meaning of the provisions of the Board's Rules

of Procedure (*see also* item 1, "Representation Votes Ordered," above).

Application for Revocation Rejected

The Board rejected an application for revocation of certification affecting Canadian National Railways, applicant, and the Canadian Brotherhood of Railway, Transport and General Workers, respondent (L.G., Aug., p. 814).

Applications for Certification Received

1. British Columbia Bulk Commodities Handlers' Union Local No. 1, on behalf of a unit of employees of Pacific Coast Terminals Co. Ltd., New Westminster, B.C., employed at the bulk loading terminal at Port Moody, B.C. (Investigating Officer: D. S. Tysoe) (*see* "Applications for Certification Rejected," above).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard the tug *Melanie Fair* by Foremost

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Marine Transporters Ltd., Burlington, Ont. (Investigating Officer: A. B. Whitfield).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of marine engineers employed aboard the tug *Melanie Fair* by Foremost Marine Transporters Ltd., Burlington, Ont. (Investigating Officer: A. B. Whitfield).

4. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of truck drivers employed by Eastern Transport Limited, Truro, N.S. (Investigating Officer: D. T. Cochrane).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard towboats operated by the Kingcome Navigation Company Limited, Vancouver (Investigating Officer: D. S. Tysoe).

6. The Montreal Harbour Police Brotherhood (Ind.), on behalf of a unit of security officers employed by the National Harbours Board at the Port of Montreal (Investigating Officer: C. E. Poirier).

7. International Longshoremen's and Warehousemen's Union, Local 512, on behalf of a unit of longshoremen employed by Louis Wolfe and Sons (Vancouver) Limited, Vancouver (Investigating Officer: D. S. Tysoe).

8. Teamsters, Chauffeurs, Warehousemen & Helpers Local Union 880, and General Truck Drivers' Union, Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, on behalf of a unit of employees of Tank Truck Transport Limited, Point Edward, Ont. (Investigating Officer: T. B. McRae).

9. General Truck Drivers' Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, on behalf of a unit of employees of the Export Packers Company, Limited, Toronto (Investigating Officer: A. B. Whitfield).

Application for Revocation Received

Thompson's Transfer Company Limited, Middleton, N.S., applicant, and Canadian Brotherhood of Railway, Transport and General Workers, respondent. The application was for revocation of certification issued by the Board on July 9, 1959, to the Canadian Brotherhood of Railway, Transport and General Workers in respect of a unit of drivers, helpers, and warehousemen employed by the company and operating in and out of Middleton and Halifax, N.S. (L.G., Sept. 1959, p. 912).

Applications for Certification Withdrawn

1. International Longshoremen's and Warehousemen's Union, Local 512, applicant, and Louis Wolfe and Sons (Vancouver) Limited, Vancouver, respondent (L.G., Sept., p. 915) (new application submitted; see "Applications for Certification Received," above).

2. Newfoundland Union of Journalists & Photographers, Local No. 1593 (CLC), applicant, Newfoundland Broadcasting Co., Ltd., St. John's, Nfld., respondent, and National Association of Broadcast Employees and Technicians, intervener (L.G., Sept., p. 915).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Hull City Transport Ltd., and Hull City Transport Employees Union (Conciliation Officer: Rémi Duquette).

2. Tank Truck Transport Ltd., Point Edward, Ont., and Locals 938 and 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

3. Canadian Broadcasting Corporation (Building and Maintenance Employees) and

Association of Radio and Television Employees of Canada (Conciliation Officer: F. J. Ainsborough).

4. Northland Navigation Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

5. Radio Station CHVC, Niagara Falls, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: F. J. Ainsborough).

6. Vancouver Hotel Company, Limited; and International Union of Operating Engineers, International Association of Machinists, and International Brotherhood of

Electrical Workers (Conciliation Officer: G. R. Currie).

7. National Harbours Board, Prescott, Ont., and Civil Service Association of Canada (casual employees of the National Harbours Board Elevator Group) (Conciliation Officer: T. B. McRae).

Settlement Reported by Conciliation Officer

AMF Atomics (Canada) Limited, Port Hope, Ont., and Local 14193, District 50, United Mine Workers of America (Conciliation Officer: T. B. McRae) (L.G., Sept., p. 923).

Conciliation Board Report Received

The Board of Conciliation and Investigation established in February to deal with a dispute between Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway

Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; Midland Railway of Manitoba and Negotiating Committee representing the Associated Non-Operating Unions (L.G., May, p. 468). The text of the report is reproduced below.

Board Reports Received of Settlements

1. Shipping Federation of British Columbia, Vancouver, and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504 and 508) (L.G., Aug., p. 815). The text of the report is reproduced below.

2. Canadian Broadcasting Corporation and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (L.G., May, p. 468). The text of the report is reproduced below.

Report of Board in Dispute between

Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; and Midland Railway of Manitoba
and

17 International and National Railway Unions

All meetings of the Conciliation Board were held in the City of Montreal, commencing May 9, 1960, and continuing, with a few interruptions, until July 7, 1960.

During August, the Minister of Labour received the Report of the members of the Board of Conciliation and Investigation appointed under the Industrial Relations and Disputes Investigation Act to deal with the dispute between seventeen international and national railway labour organizations, representing approximately 120,000 non-operating employees, and the Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; and Midland Railway of Manitoba.

The Conciliation Board was under the chairmanship of Hon. Mr. Justice J. V. H. Milvain, Calgary. The other members of the Board were Philip F. Vineberg, Montreal, the nominee of the companies, and David Lewis, QC, Toronto, the nominee of the Joint Negotiating Committee for the unions.

The Report of the Chairman and Mr. Lewis constitutes the Report of the Board. A minority report was submitted by Mr. Vineberg.

The texts of the majority and minority recommendations are reproduced here.

Following completion of evidence and arguments, the Board met with representatives of the railways and the unions, and then the Chairman, with the representative of the respective parties, met with the parties separately in an effort to bring about conciliation, but without success. Accordingly, it fell to the Board to consider a report or reports to the Minister of Labour.

The matters in dispute requiring determination are well set out from the union point of view in the words of F. H. Hall, appearing at page 38 of the transcript. It is true that the original requests made by the union were more extensive than those actually dealt with by the Board. The situation became finally summarized, and may be expressed in the words of Mr. Hall from the above-noted page of the transcript, as follows:

Thus the result is that there are now two issues of substance before this Board:

- (1) That commencing with the calendar year 1960 all rates of pay be increased by seven per cent plus twelve and one half cents per hour.
- (2) That existing vacations with pay rules be changed by supplementing provisions that after ten years of service employees

shall receive fifteen working days with pay, and after twenty years' service twenty working days.

The railways also advanced a claim on the basis that they were entitled under previous contracts, to a deduction of 10 cents from each individual union dues as deducted prior to remittance to the respective union. The claim of the railways in this regard is amply set forth at page 75 of Railway Exhibit No. R. 1, as follows:

The Request for Payment for the Payroll Deduction of Union Dues

165. On January 12th, 1960, the railways served written notice on the Unions as follows:

In accordance with the advice previously furnished you of the intention of the railways to request revision of the collective agreements relating to the terms and conditions under which union dues deductions will be made, please be advised of the desire of the railways to make effective the following proposal:

For services performed in connection with the payroll deduction of union dues and to pay for administrative services connected therewith, the Company shall retain from dues deducted each month the sum of ten (10) cents per month per deduction.

Before coming to deal with the matters in dispute, I should like to take this opportunity of expressing deep gratification to all of the parties who appeared as witnesses or otherwise, for having done a thorough and painstaking job in presenting their cases. It is extremely gratifying to observe the friendly relationship that continued throughout the lengthy hearings, notwithstanding marked differences of opinion. It is certainly to be hoped that so long as the affairs relating to labour and management remain in competent and co-operative hands such as I have seen throughout the entire hearing, relations will never become too strained and that problems will always be resolved to the common good.

Standard of Measurement

Both the railways and the union placed emphasis on the need for a standard of comparison between the wages of the non-operating railway force of employees and some appropriate outside group. The railways, for example, put it that the wages paid to their employees "should be adequate when tested by a reasonable standard of comparison." The unions insisted that the earnings of durable goods employees are the proper standard and that non-operating railway employees should have exact parity with durable goods earnings.

Thus, a major part of the time this year, as in the two previous conciliation hearings in 1956 and 1958, was taken up with an analysis, support and criticism of the durable

goods standard. The unions point to a fairly extensive history and jurisprudence indicating general acceptance, with qualifications, of the durable goods standard by previous boards. They also point out that in 1956 and 1958 the railways had endeavoured to construct alternative standards of measurement and that this year the Woods Gordon study has been advanced as a third alternative. The first two alternative standards advanced by the railways, called the "paid workers" standard and the "going wages" standard, respectively, were discarded for obvious reasons, which were well expressed by previous boards. It is also clear that the Woods Gordon study of this year, though it involved a great deal of work, cannot be considered as occupying the position of a standard of measurement.

I do not propose to quote the references made by previous boards to the durable goods standard as no real purpose would be served in so doing. What has been said by previous boards can be scrutinized by anyone who desires to do so through the simple medium of turning up the previous decisions. But whatever the particular language used may be, it seems to me that the evidence leads to the conclusion that the wage earners in durable goods as a group have important similarities to the railway non-operating force as a group and that there are also important differences. On the other hand, the attempts to find new standards in 1956 and 1958 and the Woods Gordon study this year amply point up the impossibility of finding complete comparison, much less identity, between job classifications within the non-operating railway work force and outside industry. The Woods Gordon study, in particular, frankly admits this. After very careful and painstaking consideration, the consultants were able to find comparison for only some 20 occupations in the non-operating work force populated by about 19,000 employees out of a total of some 120,000. This is not difficult to understand since the railway industry is unique.

For these reasons it is clear that the durable goods standard should continue to be recognized as an important signpost on the road that must be travelled to reach a rational conclusion on the question of wages for railway non-operating employees. I am also convinced, however, that the durable goods standard cannot be regarded as a fixed and immutable thing to be applied with mathematical precision. It is true that, on the whole, the group of durable goods employees contains relatively the same skills as are found among the railway non-operating employees and that the two groups

also have a similar ratio of male to female employees. These are the two most important elements affecting wages. On the other hand, the two groups are substantially apart in their geographical and territorial distribution and it is well known that wages and earnings differ from region to region in Canada. This difference does not invalidate the durable goods standard as an important signpost but it underlines the impossibility of applying durable goods earnings mechanically and automatically to railway non-operating employees. Other factors

should also be taken into account and the picture as a whole considered.

Some of these factors I shall refer to later when dealing with my recommendations. At this point it is, however, significant to note, when comparing the average hourly earnings of non-operating employees with the average hourly earnings of employees in the durable goods group of industries, that in the last while there has existed a definite relationship between them, as is exemplified by the following table:

Railway Non-Operating Average Hourly Earnings

	Rate	Per Cent of Durable Goods Earnings	Cents Below Durable Goods	Average Hourly Earnings in Durable Goods Industries
At December 1957 (before the effective date of the last agreement, January 1, 1958)	1.628	91.4	15.3	1.781
At expiry of last agreement, December 1959	1.767	92.0	15.3	1.92

It will be noted that, though average wages in both fields increased during the two-year period in which the preceding wage agreement was in effect, railway wages in the non-operating field constituted approximately 92 per cent of durable goods wages at the commencement and at the end of the two-year period. Simple mathematics indicate that during the same two-year period, durable goods average hourly earnings increased by 7.9 per cent. The observations just made will be given further consideration when I come to making recommendations.

Ability to Pay

The railway representatives presented a great deal of evidence of an economic and statistical character, designed to show that the railways are unable, for economic reasons, to absorb any increased cost of operation. They point out that following previous Board awards, applications were made for increased freight rates, which were granted, with a design to recover from such increased rates the increased operating expenses caused by increased labour cost. They point out that though rate increases were authorized, the recovery of revenue from such rates has in fact represented an increasingly smaller proportion of the designed recovery, and that the law of diminishing returns has the situation in its inexorable grip.

It is clear from the evidence that in a large part the embarrassment suffered by the railways in their inability to reap greater returns from their operations, is due to public policy in the shape of statutory rates and government regulations. This

Board must, of course, assume that the impact of public policy is for the public good. However, it is equally clear that the railway employees should not bear alone a subsidization of public policy through limited earnings. The burden must surely be borne by members of the public at large.

However, the railways' inability to pay cannot be entirely ignored in arriving at what amounts to adequate payment to the employees of the railways for the services they perform. Especially is this true today when freight rates have been frozen. This principle has certainly been borne in mind in the past, and its effect can be seen in the existing situation. The fact cannot be escaped that, in the past, railway employees enjoyed what might be termed the cream, in the way of salary and working conditions, and occupied a position at the top of the scale of wages in this country. However, the attrition of time and circumstances has altered that situation, and railway employees no longer occupy that high position.

Railway Claim for Compensation on Check-Off

The railways set out their position on this matter quite fully in Railway Exhibit No. R. 1. They point to paragraph 10, Article 3, of the agreement of February 7, 1953, in the following terms:

The question of what, if any, compensation shall be paid the Railways by the Organizations signatory hereto in recognition of services performed under this Agreement shall be left in abeyance subject to reconsideration at the request of either party on fifteen days' notice in writing.

The railways also quote, at page 77 of R. 1, a letter written on February 7, 1953, from the Chairman and Secretary of the Negotiating Committee to the appropriate railway officers, at a time when a labour dispute was on foot in the United States, which might have some effect on railway employees of Canadian railways in the United States. The letter, as quoted, is as follows:

In connection with Clause 10 of Article 3 of Agreement dated February 7th, 1953, between the Railways and the Seventeen Co-operating Organizations it is understood that, if as a result of negotiations in accordance with Section 10 (b) of Agreement of August 29th, 1952, between certain Eastern Railroads in the United States and their employees represented by the Seventeen Co-operating Railway Labour Organizations, compensation for the Railways for check-off of union dues is agreed to and such agreements include non-operating employees of the Canadian National or Canadian Pacific Railway located in the United States, arrangements consistent therewith and applicable to the conditions of the agreement dated February 7th, 1953, shall be made for compensation of Canadian Railways signatory thereto.

From the agreement and the letter, the railways argue that the unions have accepted, in principle, the idea of a deduction to compensate the railways for handling the funds collected under the check-off. In my view the agreement and the letter do not establish any such acceptance, but under the terms of the agreement it is still open to the parties to negotiate on this subject. In my view no case has been made out to impose upon the unions the request made by the railways at the present time, and it is my recommendation that this request by the railways should not be allowed at this time.

Vacations With Pay

In the evidence presented by the unions it has not been established that the railways are much out of line as to vacations with pay with other industries. It is clear, however, that railway employees on the whole appear to stay in employment for a longer period of time than do employees in other industries. It is also clear that railway employees do a responsible job, and their long-time service is entitled to some recognition. As a consequence, it is my view that the vacations with pay provisions should be altered so as to provide for four weeks vacation with pay after twenty-five years of service, rather than thirty-five years of service under the previous agreement. I have used the words "four weeks vacation" as I

understand that coincides with the period of twenty days referred to in the union request.

Recommendations

It is always difficult to determine the exact dollars and cents that must be decided upon in any labour dispute. It appears to me, however, that, looking at the whole situation and considering the durable goods standard as a guidepost, we may obtain a rational clue to the appropriate recommendation on wages which should be made. It was noted earlier that the significant fact which emerges when the earnings of durable goods employees are compared with those of non-operating railway employees during the past two years is that the two sets of earnings were in the same relative position one to the other at the termination of the previous agreement as they had been at its commencement. There was a gap between the two sets of earnings, but the gap was the same at the end of 1959 as it had been at the end of 1957. At a time when the financial situations of the railways are not improving and freight rates are frozen, it may not be wise to seek to close the gap but it is surely fair and reasonable to prevent its becoming greater. Thus, what must be considered is an effort to start the non-operating employees on a new contract on such a basis that, with future increases over the period of the contract, they will end up in somewhat the same relative position as they occupy at the commencement of the contract with relation to the durable goods employees. On the assumption that the durable goods employees' average hourly earnings would increase by the same rate of 7.9 per cent during the two-year period commencing January 1, 1960, as they did during the previous two-year period, it would involve an increase of approximately 14 cents on top of the non-operating average earnings of \$1.767 to maintain the relative position.

It is my recommendation, therefore, that a new two-year contract be entered into from January 1, 1960, with a 2 cent per hour increase effective as of that date. I further recommend that there be a further 5 cent per hour increase effective September 1, 1960, and an additional increase of 4 per cent of the wages obtaining immediately prior to January 1, 1960, to be effective from May 1, 1961.

As previously indicated, it is my recommendation that the vacations with pay provisions be altered to provide for four weeks or twenty working days after twenty-five years of service.

It is my further recommendation that the railways' request for a charge of ten cents per check-off be refused.

(Sgd.) J. V. H. MILVAIN,
Chairman.

I am very pleased to associate myself with the Chairman's Report and Recommendations, with all of which I agree.

(Sgd.) DAVID LEWIS,
Member.

MINORITY REPORT

All members of the Board, indeed all participants in the hearings, have been confronted with a difficult dilemma. This has not been an ordinary wage debate limited to an apportionment between labour and capital of total revenue inflow. Representatives of the employees are anxious to gear compensation to a durable goods criterion, irrespective of whether revenues are available or not. The railways are concerned with viability. It is no exaggeration to suggest that they fear for their economic lives.

In expressing a dissenting opinion from that of my esteemed colleagues, I find myself less at variance with them on the lengthy factual evidence, so ably presented to us, than on the conclusions to be derived therefrom. The differences which I find it necessary to elaborate stem from my conviction that the more or less mutually agreed upon facts do not justify the results embodied in the Majority Report. Hence, the need to relate, as is done in what follows, the one to the other.

The employees' submissions requested a combination of two wage adjustments—one for the past and another for the current and future period. The former was measured at 15.2 cents per hour. As expressed in the union brief "It follows that at the end of last year, when the master agreement was to expire, there was already a difference of 15.2 cents per hour (=191.9 cents per hour minus 176.7 cents per hour) between earnings in durable goods and the earnings of the non-operating employees. Chances are that the gap has widened a little since then, but it is in any case a *known fact* that the gap had reached 15.2 cents per hour by the beginning of this year." (Union Exhibit 2 p. 38).

This first and overwhelmingly principal component of the claims has been rejected unanimously. Measured against even the durable goods trend of the last two calendar years elapsed, the remuneration of railway non-operating employees has kept full pace. The majority report concludes, and in this respect I do not dissent, that it would not be wise to recommend any change in respect of the 15.2 cents "gap" (or 15.3 cents as expressed in the majority report in carrying the calculations to one less decimal point). Thus, that part of the

demands which is based on what its protagonists have underlined as "known fact" has been dismissed. A far different fate has been met by the residual claim related to the unknown facts—what is referred to in the majority report as an "assumption." All members of the Board have, in effect, treated the evidence on the known facts as leading to the same negative conclusion in terms of requested wage increases. We evidently differ about what should be done on a claim based on the unknown, whether it be measurable by scientific prediction or by crystal ball gazing.

This second component element is a requested adjustment to meet the changes anticipated in the period from January 1, 1960 to December 31, 1961. On this score the unions have asked for 7.2 cents per hour: "We estimate further that as a result of this rising trend, earnings in durables will, on the average, be 7.2 cents per hour higher during the proposed two years of the new contract than they were at December last, less than this during the first year of the contract; correspondingly more during the second. Combining this value of 7.2 cents per hour with the already existing gap of 15.2 cents per hour, we estimate that during 1960-1961, earnings in durables will be, on the average, at least 22.4 cents per hour higher than the present level of earnings for the non-operating employees. Supposing these estimates to be well founded—we justify their use at the end of this section—we find that the *minimum amount needed for parity during the proposed contract is 22.4 cents per hour through the full period of the contract*. This is conditioned only by the estimate we have just made of what is likely to happen to earnings in durables and that estimate, we believe, is responsible and conservative." (Union Exhibit 2, p. 46).

In respect of the 7.2 cents per hour portion of the claim, the majority decision would recommend 14 cents! This has all the characteristics of being *ultra petita*—surely a fatal objection even to a decision of a Board not bound by strict legal principles. In this category it grants more than was asked to those who, in accordance with universal time honoured tradition, ask more than they could conceivably expect to receive. It must, of course, be explained

that the 7.2 cents per hour forecasted rise in durables represents the anticipated *average* increase over the two year period. It was estimated in the union brief that earnings in durables will rise six-tenths of one cent per month during the two years from the month of the then latest known figure, December 1959, to the terminal month of December 1961. The resulting submission was expressed in terms of an over-all single amount to be effective from the opening date of the contract. Hence, the average for the two years was selected in the expectation that the "overcompensation" in the initial period would be offset by "undercompensation" later. Some 2.6 cents per hour was therefore added by the unions to the 22.4 cents per hour aggregate of the two claims above mentioned—15.2 cents plus 7.2 cents—"as a basis for negotiating possible step by step adjustments" (Union Brief Exhibit 2, p. 47). In rejecting the first claim for 15.2 cents and proffering 14 cents on account of the second claim, it follows that the majority report would award 14 cents on an issue in respect of which the maximum demand submitted to the Board, even allocating all of the 2.6 cents to the second portion of the claim, never exceeded 9.8 cents per hour.

The onus of proof always rests on a claimant. The effect of the majority report is to reject that portion of the claim in respect of which definitive factual evidence could be and was adduced, and to award more than was sought for that element which was perforce founded on speculation. Surely the burden of proof imposes greater demands where the framework is conjectural rather than factual. As the report from which I differ enunciates its basic causation: "On the assumption that the durable goods employees' average hourly earnings would increase by the same rate of 7.9 per cent during the two-year period commencing January 1, 1960 as they did during the previous two-year period, it would involve an increase of approximately 14 cents on top of the non-operating average earnings of \$1.767 to maintain the relative position."

A recommendation conditioned by an assumption offers a very unsure foundation on which to support the resultant heavy assault on the financial operability of the railways. Parenthetically, it may be observed that it is particularly inappropriate to justify the retroactive aspects of the proposed increases, relatively small though they may be. Even if one takes it for granted that earnings in durable goods will move upward in 1960 and 1961 at the same rate and to the same degree as they did in 1958

and 1959 and even if one set of such rates, or 92 per cent thereof, are to be meshed against another, this would never justify any increase effective from the commencement of the current year. Earnings in durables on January 1, 1960 did not suddenly rise over those on December 31, 1959. Any New Year's Eve celebrations sprang from other causes.

Moreover, what is the validity of the assumption? There is no rule of economic behaviour, either in theory or by induction, that the trend over the next two years is measurable and matched by movements over the past two years. There is much to justify the very opposite conclusion. Over each of the 10 yearly periods prior to 1958, average monthly changes in wage rates in durable goods industries were consistently different from those of the respective prior or succeeding year; more frequently than otherwise, the rate of change for the annual or biennial period was either more than one-half or more than double that of any contiguous annual or biennial period (U.2 Table 6—p. 43). In the first five months of 1960, earnings in durables have not risen as projected and to date the crucial assumption has proven to be ill-founded.

As time has unfolded, the pattern for the current year does not conform to the underlying assumption. Any increase in average hourly wages in durables during the months of the current year for which the record is available is but a small fraction of the assumed rate. On a basis of 100 in 1949, the durable goods wage index has thus far shown the following evolution in 1960:

January	180.3
February	180.3
March	180.6
April	181.3
May	180.5

The May 1960 figure is not perceptibly higher than the January 1960 level. The now known facts indicate that the condition on which an award is being predicted has thus far not been fulfilled. Applying the decision literally even if one adopts the approach of the Majority Report there is no occasion for any wage adjustment up to the present time.

During the 1958-1959 period, the cost of living was more or less steadily rising. Without trying to unravel cause and effect, no one would deny that this exerted considerable impact on wage levels. During the current year, it has remained almost stationary. Indeed it was strongly urged on behalf of the unions that real wages of non-operating employees in the 1946-1959 period have only risen at the rate of one per cent per annum (Exhibit U-8). If current gov-

ernment policy, expressed and applied, is successful in stemming the previous attrition in the purchasing power of the dollar—as has proved to be the case thus far this year—implementation of the majority suggestion would impose a rate of increment in real earnings four times in excess of the post-war average.

Juxtaposed against the position of the railways, the magnitude of such a proposed change emerges even more strikingly. An increase equivalent to one cent an hour for non-operating employees would cost the CNR and CPR \$2,835,900 per month. The yearly bill for 14 cents an hour would be \$39,702,600. Extension of a substantially equivalent settlement to running trades and all other employees, shown by experience to be a likely concomitant, would entail an annual inroad of \$51,674,400. This is not a once and for all lump sum charge. It is a permanent recurring annual cost—staggered somewhat in the first two years of introduction on a progressive scale.

Moreover, it exceeds the entire net rail income of the two railways before any allowances for fixed charges. Their three year annual average over the years 1957, 1958 and 1959 amounted to \$46,308,833. For the first six months of the current year, CPR's net railway earnings had declined by \$1,641,373 over the comparable returns for the equivalent period of the preceding year. The CNR trend is no better. Such is the situation before taking into account any wage increases. Even assuming that the enormous debt and equity structure were to remain completely unserviced the proposed wage increases would absorb more than 100 per cent of all earnings before fixed charges.

Whether or not serviceable out of earnings, there is no escape from fixed charges. During 1959 the full impact of the step-by-step increases of the last wage settlement was not yet fully operative. Even then, after fixed charges of \$17,435,113 a small part of which was not related to railway operations the CPR was left with a return of only 2.7 per cent on net investment in railway property—a rate far below the cost of obtaining loan capital in the current market. The corresponding return for the two railways combined on net investment in rail property was only 1.15 per cent. The CNR had fixed charges of \$52,558,290 leaving it with a deficit for the year of \$43,558,290 of which 36.4 million dollars was on rail account. As commented upon by one of the CNR representatives appearing before the Board:

Table C-310 shows the 1959 deficit as \$36.4 million. This was in a year of great national

prosperity, with Canadian National handling heavy traffic volume.

In the previous year, 1958, there had been a slight dip in the national economy, and consequently in the railway's traffic volume, but it could only be considered as a very momentary pause in the general business growth and expansion. Yet we have the most unusual spectacle of Canadian National failing to produce a surplus in Net Rail Operating Revenue even *before* taxes and rents have been met. I said "unusual" because never previously has Canadian National failed to show an annual surplus on rail operation, before payment of taxes and rents.

No single factor contributing to this situation has been more influential than wage increases.

With current trends as they are on the railways, assumption of added labour costs at the rate of some fifty-one million dollars a year would wreak consequences that cannot be lightly brushed aside.

The report from which I dissent takes cognizance of this situation by suggesting that the plight of the railways is in large measure due to public policy. In advising substantial wage increases it therefore finds that "the burden must surely be borne by members of the public at large." To apply this conclusion requires the public to bear the extra costs, in addition to any adjustments that may be otherwise necessary to reduce the impact of public policy. Adoption of the recommendations, in their context, can only be met by coupling wage increases with some corresponding measure of public assistance to the railways or relief from pricing restrictions otherwise incumbent upon them. If a conciliation board, under the Industrial Relations and Disputes Investigation Act, is to counsel settlement by imposing the cost of wage increases on third parties, I have much less quarrel with the views of my colleagues. It is a momentarily pleasant avenue of escape to assure both parties that they are right: wages are too low; wage costs are too high; the employees should receive higher wages; the railways cannot pay them, except only as they may be assisted by the "public." Even if our Board possessed such jurisdiction, however, I would hesitate to impose anywhere near the same degree of burden upon the Canadian community. Apart therefrom, it is my view that such a recommendation is beyond the competence and appropriate sphere of jurisdiction of a conciliation board. In any event, it only becomes capable of implementation if and to the extent that the governmental measures, in respect of which it has been conditioned, are forthcoming.

Translating the majority report into added transport charges requires a disproportionate degree of burden in other directions. Corresponding rate additions would not suffice.

A CNR study has indicated that it took 157.3 per cent in cumulative percentage freight rate additions from April 1948 to December 1958 to achieve an estimated theoretical increased rate yield thereby of 86.1 per cent (Ex. R. 5). The CPR made a similar analysis and found an estimated theoretical yield of 88.8 per cent (Ex. R-8). In both instances the actual increased yield was lower, and the CPR estimated it at approximately 71 per cent. This arises by reason of the inapplicability of the increases either in law or through the force of competition to all commodities. In practice general freight rate increases can only be applied to less than one-third of all traffic. Thus, much must be added for little to result. In my opinion, even if such matters were within our jurisdiction, the evidence would not justify any occasion for exacting the dislocation implicit in implementation of the award.

With the union declaration that railway employees ought not to subsidize the effects of public policy, I find no fault. Labour is not the residuary legatee of the products of industry entitled to that which remains only after all other charges are paid. The issue is not the relevancy of public policy, but the relevancy of considering the gross product and its expansibility or otherwise. The parlous condition of the railways is not only a result of public policy. An expression of such policy is to be found in decisions of the Board of Transport Commissioners to the effect that rates were being established at such a point as would provide a stated permissive over-all level of earning power to the CPR. In 1959, the CPR earnings failed to attain this standard by some thirty million dollars. It falls far short of attaining what, by the professed declaration of public policy, is intended.

Wages invariably bear some relationship to productivity. Within the durable goods complex, which has been suggested as a model, there are substantial variations in earnings and more or less corresponding differences in component wage rates. Sharp regional contrasts in wage rates, so much to the fore in evidence, are linked to the relative earning power of different industries in different parts of the country. International disparities are even more extreme.

No evaluation of a fair and reasonable wage can logically be made without reference to the value of the product out of which the wage is to be paid. In 1958, the dollar output per employee for the CNR and CPR combined amounted to \$6,620. The comparable figure in durable goods was \$15,317 and the range was from \$11,231 to \$26,641. The revenue per employee of

the railways was only 43.2 per cent of that achieved in durable goods industries. The increase on the railways in 1945-1958 had been 51 per cent while in durable goods the rise had been as much as 140.3 per cent. Meanwhile, average hourly earnings of railway employees had risen 120 per cent. The two railways in 1958 effected a gross capital expenditure of \$1,926 per employee. In durable goods as a group, the corresponding expenditure was only \$597 per employee. Notwithstanding the enormity of the capital expenditures, rail employees on the two systems received, inclusive of pension, health and welfare charges, 60.9 per cent of rail revenues. The ratio of payroll alone to revenues was 53.8 per cent while in durable goods industries it was 25.9 per cent. Coupling the existing strain with the high labour cost content underlines the accentuated dislocation which would flow from any increase.

Competitive inroads from buses, trucks, automobiles, ships and pipe lines cannot be ignored. They sharply inhibit the revenue recovery potential even if rate increases are to be allowed to match wage changes. To take the most extreme of many possible illustrations: In 1945, Canadian railways handled 13.4 per cent of production and imports of crude petroleum; by 1958, the percentage had declined to 1.6. The effect of those types of changes on the railway share of the transportation market in Canada is vividly illustrated by the following: Between 1949-1958 total freight revenue ton miles for all types of transportation, in terms of constant 1949 dollars in Canada increased 55.8 per cent. The gain for the railways only amounted to 17.8 per cent over the same period. In any industry in a comparable position, abstracting all questions of public policy, the continual increased costs of the past in the face of such a dwindling share of the total market would leave no scope for any further wage increase.

The financial position of the railways derive from a conjunction of two factors. Public policy imposes certain transport obligations below cost. Quite apart from this, however, the steadily worsening competitive position in the transport market further impinges on their earning power. To say that this should have no effect on wage rates is to eliminate a factor of universal applicability where the forces of supply and demand are operative.

Recent Parliamentary enactments in the form of the Freight Rate Reduction Act, imply a freeze on the upper limits of railway rates. It is, therefore, current public policy not to provide any remedial redress

at least in the form of rate charges. If wage modifications are suggested so that the burden is to be borne "by members of the public at large" it follows equally that they must be held in abeyance until the duly elected representatives of the public choose to implement them in some manner so that the burden will fall where those who made the suggestion declare that it should.

Indeed, the cumulative impact of successive wage increases accentuates the disparity between the actual results and what is intended by public policy. As expressed by the Board of Transport Commissioners in its judgment of February 15, 1954 and, as is, *a fortiori* applicable after the intervening seven wage increases since that date:

As a result of these recent rail traffic trends, we are now more strongly than ever of the opinion that the long succession of general freight rate increases, mainly due to added costs of labour which is the largest single factor and to increased costs of materials, has brought about a loss of traffic by the railways to competing modes of transport, not only of traffic which the railways formerly regarded as vulnerable because it was highly competitive, but a loss as well of traffic which was formerly non-competitive but which has now become subject to competition by reason of the aforementioned long succession of rate increases. Thus the law of diminishing returns is now, in the inexorable economic sense, beginning to assert itself. We are convinced therefore that, unless the several underlying conditions adversely affecting the railway industry in general changes markedly for the better, means other than general rate increases imposed on the basis of the past will have to be found in the future if the railways of Canada are to be maintained in a healthy operating position... Canadians at large have a vital stake in our railways. They, we think, reasonably could expect railway management and labour in their own mutual long term self-interest, as well as in the interest of the public, to collaborate in taking a new and economically realistic view of the deterioration which has taken place in the traffic position of Canadian railways since the Board's judgment in March last. This is so, particularly since such deterioration cannot be accounted for by any contraction for the year 1953 in Canadian production generally but is, we believe, attributable mainly to the increasing pervasiveness of competing modes of transport.

In comparing railway non-operating and durable goods employees, there are considerable differences as the majority report indicates due to geographic distribution. Employees in smaller areas and in less industrialized locations generally receive a lower level of compensation than those in large centres or highly developed regions. According to a 1959 count, 79.3 per cent of durable goods employees were in urban centres (under a DBS selection extending, in the main, to those with more than thirty thousand population and/or with more than four thousand manufacturing and min-

ing employees) compared to 62 per cent for the non-operating railway employees. The percentage of rurally situated employees amongst the railway group was almost twice as high. In Ontario and British Columbia, the two provinces with the highest average earnings, there were concentrated 64.5 per cent of total durable goods employees while the equivalent figure for the non-operating railway labour force was only 33.8 per cent. Only 4.4 per cent of durable goods employees were located in the Maritime provinces and Newfoundland—where wages are usually low—compared to 12.5 per cent of total railway non-operating employees.

If average hourly earnings of durable goods employees are weighted to correspond with the urban-rural and provincial distribution of non-operating employees on the railways, the composite result for the first group is reduced by 12.3 cents per hour. This geographically weighted average for the twelve month period January to December 1959, emerges as \$1,748 in durables compared with \$1,758 for non-operating railway employees. When account is taken of the significant geographic distribution factor the alleged gap becomes non-existent.

Moreover to the extent that any comparison is valid, durable goods employees exclude clerical workers but embrace all production help, other than supervisory staff. The non-operating group covers only a segment of the railway force. There must be added the running trades who form a vital element in "production" on the railways. If clerical help is eliminated from the non-operating group and the basic running trades are added, average hourly earnings on the railways for the year 1959 exceeded the weighted average for durables, computed as set forth in the previous paragraph, to the extent of 15.5 cents per hour. Within these two respective groupings, if clerical employees are excluded, the male-female distribution would be higher in the railway group but if account is taken of all railway employees, and a weighting was added for sex distribution as well as regional urban-rural distribution, the resultant higher level on the railways would be some 13½ cents per hour. Thus, if all factors are brought into consideration it no longer becomes possible to assert that railway employees as a whole are compensated at levels lower than those prevailing amongst durable goods employees in corresponding localities and concentrations of population. The very reverse is the case. The so-called gap is substantially in favour of railway employees.

Whether through reliance on durable goods earnings as a yard stick or otherwise, no evidence was introduced by the unions to suggest that actual wages were inadequate or that employees as a group received compensation comparing unfavourably with similar employees in corresponding positions. The Woods-Gordon report, which was not intended as a yard-stick and which would not serve for such purpose, confirms that, by and large, where reasonable comparisons may be made—and admittedly they are quite limited—railway employees are generally as well off as their counterparts in outside industry. The Board received no testimony which would suggest a contrary conclusion.

From 1949 to the end of 1959, the index of hourly average earnings of non-operating railway employees has risen from 100 to 217.1.

Each case presented by the unions evokes an understandably sympathetic reaction, especially on the part of those not obliged at first glance to pay the bill. The ultimate cost to the taxpayer and the adverse effects on the economy of imposing extra charges that weaken Canada's competitive position in markets abroad, escape recognition. Each decision separately would be more supportable were it not for the cumulative effects of earlier awards. Since 1946, this is the eighth consecutive hearing in which substantial additional labour costs are proposed for the railways—although, in one instance, the emphasis was on fringe benefits rather than wage adjustments. In the last four years, on the step-by-step plan, there have been seven different wage increases.

If the age of affluence, in combination with full employment, had arrived and if progressive uninterrupted economic expansion was inevitable and forthcoming, these advances would be welcome. But the rise in wages has not been matched and by wide margin has not been approached by a corresponding expansion of output. To take one more illustrative count, from 1939 to 1958, average hourly earnings of CPR employees (not restricted to those represented before this Board) rose 175 per cent—exclusive of important additions to fringe benefits. During the corresponding period, the index of price materials rose 126 per cent. Total railway expenses per actual gross ton-miles went up 112 per cent. Railway revenues per 1,000 actual gross ton-miles rose only 87 per cent. The preponderant pressures of labour costs become apparent; each successive case only seems to augment them.

The employees have a vital stake in the continued operability of the railways. The scope for increased revenue, to offset the extra charges, has increasingly narrowed by virtue of the pervasive effects of competition already mentioned. The only escape from the vise has been the employment of less labour. In the past, this has been achieved, in the main, through dieselization for which a vast capital expansion has been necessary without corresponding market level returns. This process is now complete and further economies therefrom are no longer available. The compulsion of greater labour costs, particularly without compensating returns in other directions, can only accentuate declining employability on the Canadian railways.

One has only to compare the labour force represented before this Board and that of its immediate predecessor. On both occasions, the non-operating employees constituted 68 per cent of total railway personnel. However, this time they numbered 115,642 compared with 130,114. The main decline has been in the shop crafts—down from 41,702 to 29,683—a 12 per cent drop in their employment within a two-year period. Where formerly they were 32 per cent of all organized non-operating employees they have now been reduced below 26 per cent; of all those concerned incidentally, this group provides the most significant source, albeit still very limited, with some counterparts in certain durable goods industries. A twofold lesson emerges. The composition of the respective labour forces on each side, which are sought to be matched against each other, is highly variable. The element amongst which could be found instances of comparability with particular trades in durable goods industries has declined rapidly.

It is not suggested that reduced employment on the railways is due entirely to additional labour costs. The rationalization of industry usually opens up new markets for the employment of labour. The position in which the railways are placed, when aggravated by the additional proposed distortion of costs as compared to revenues, would further impair employment prospects.

A comparison with the employment pattern in durable goods is instructive. Durable goods industries appear to respond quickly to economic pressures by disemployment—to avoid the ugly word unemployment. Upward moving hourly wage rates are no comfort to the men who are laid off. During 1957 on a base of 1949 equals 100, the index of employment in durables adjusted for seasonal variations averaged 123.3; for 1958 it had fallen to 114.8. The corresponding indices in non-durables were

107.6 and 105.6 respectively. The February 1960 index for durables was 116.9 and for non-durables 106.7. All through the period, the degree of employment change in durables has been much more volatile. The employment force appears to be relatively quickly expanded or contracted. On the railways with its heavy emphasis on service operations, maintenance work and standby activities, a lower volume of business initially means less intensive work for many personnel without immediate unemployment. As the resultant ratio of costs to revenues becomes all the more aggravated, long term reduced employment inevitably results. The comparison with durables, in the face of this different employment pattern, is a source of further distortion in seeking to

measure one industrial segment against another.

A Royal Commission is currently grappling with the interrelationship of the railways and the public. The procedure for seeking rate changes has been immobilized for the time being. Under the circumstances, and in keeping with the grounds formulated in the Majority Report that the burden is one for the public, I would recommend that no wage changes be effected at the present time.

On the two incidental issues before the Board, I would express my concurrence with the conclusions reached by the other members.

(Sgd.) PHILIP F. VINEBERG,
Member.

Report of Board in Dispute between Shipping Federation of British Columbia and International Longshoremen's and Warehousemen's Union

1. *Term of the New Agreement*

The term of the new agreement will be from May 1, 1960 to July 31, 1962.

2. *Mechanization, Bulk Loading, Guaranteed Work Program, etc.*

The problem of mechanization should be resolved as follows:

1. the parties will establish a special joint mechanization committee with equal representation from the Union and the Federation (three men each), which committee will meet regularly at least once per month and which will have the following functions:

- (a) to make recommendations respecting any aspect of mechanization or the use of new or changed methods which the representatives of either party may wish to submit as the

subject for negotiation at the end of the collective agreement;

- (b) to discuss questions of premium rates for commodities in the light of current or changed methods of cargo handling;
- (c) to discuss questions of job-training, re-location, normal retirement, early retirement and the size of the Union work force;
- (d) to discuss the question of work rules, gang structure, gang composition, gang size, despatching practice and other related matters;
- (e) to discuss the appropriate manning for particular types of operations;
- (f) to discuss and make recommendations respecting a guaranteed work program;
- (g) with respect to any of the above matters, to make decisions where they are appropriate, otherwise to make recommendations to the Port Labour Relations Committee where such action is appropriate.

2. It is understood that in dealing with any of the above matters, that issues may arise concerning the size or composition of:

- (a) the gang appropriate for new work or a new type of operation not heretofore performed;
- (b) the gang appropriate for work which continues to be performed as heretofore, without any significant

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation which had been established to deal with a dispute between the International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504 and 508) and the Shipping Federation of British Columbia, Vancouver.

The Board was under the chairmanship of F. Craig Munroe, QC, New Westminster, and the other two members were J. C. Adams, QC, Toronto, and William Angus Stewart, Vancouver, nominees of the Federation and Union respectively.

The employees affected and the members of the Shipping Federation have ratified the terms of settlement recommended by the Board.

The text of the report is reproduced here.

changes of methods or introduction of mechanical devices;

- (c) the gang appropriate for the performance of work by gangs which heretofore had an established or traditional size and composition, but because of the introduction of new methods, machines or mechanical devices, either party may contend that a manning change is appropriate. (The Parties understand that packaged lumber and bulk operations at Port Moody, Vancouver wharves and Nanaimo, fall within this category.)

With respect to disputes concerning the size or composition of gangs mentioned in 2 (a), the committee will deal with the matter as quickly as possible, each party giving to the other as much advance notice and information as is reasonably possible and if unable to reach a decision by mutual agreement, or by the decision of an arbitrator prior to the commencement of the work, the Federation will proceed to establish the size and composition of the gang, if any, subject to the right of the Union to lodge a grievance. If, after such grievance is resolved by the decision of an arbitrator or otherwise with the result that the Federation is directed to increase the size of a gang or alter its composition, the Federation will pay to the Union the amount of the extra wages which would have been paid had the gang originally been constituted in the manner decided upon as aforesaid.

With respect to any dispute arising out of a claim by either party respecting the type of gang mentioned in 2 (b), although either party may immediately initiate discussions and submit the issue to arbitration, it is understood that any decision of the arbitrator which would have the effect of reducing the size of the gang or altering its composition contrary to the wishes of the Union, will not be implemented until August 1, 1961, unless the parties agree otherwise.

With respect to disputes arising out of the types of gangs mentioned in 2 (c), the decision of the arbitrator, if any, will be implemented on the date directed by the arbitrator, but it will not be given retro-active effect.

The expression "arbitrator" used throughout these proposals means an arbitrator chosen by the parties and failing such agreement means, the board of arbitration selected in accordance with the provisions of the collective agreement.

If by August 1, 1961, the parties have not evolved a guaranteed work program which is mutually satisfactory to them with

respect to the mechanization of operations in the industry, then it is agreed that for the final year of the collective agreement, namely, from August 1, 1961, until July 31, 1962, the following guaranteed work program shall be in effect:

Guaranteed Work Program

Each registered Union member covered by the collective agreement as of August 1, 1960, who as of August 1, 1961, is still so registered and is then under the age of 65 years, will be guaranteed for the 12 month period from August 1, 1961, an opportunity to earn an income equivalent to 1,820 hours at the appropriate straight time base rate.

If a member's total actual income from his employment under the collective agreement, including vacation pay, for the said 12 month period is less than the amount of the guarantee, he shall be paid the difference, if any, after the amount of his actual income has been increased by the following:

- (a) seven times the base hourly rate for each day on which work was available for him which he did not accept, either because he did not report for despatch or because he was not available to be despatched at least once that day, or having been despatched, he refused to work without justifiable reason;
- (b) seven times the base hourly rate for each day during which he was suspended for disciplinary reasons and such suspension is not subsequently held to have been improperly imposed.

No member will be charged with failure to report to work if his absence is due to his scheduled vacation, which depending upon his service may range from a minimum of six days to a maximum of 16 days per year.

The foregoing provisions will be applied on a proportionate basis for those members who for any reason cease to be registered as members available for work before July 31, 1962.

The guarantee of an opportunity to earn an income equivalent to 1,820 hours at the appropriate straight time base rate for the period from August 1, 1961 to July 31, 1962 will not be reduced because of the introduction of mechanization or changes in methods of cargo handling. However, the guarantee shall be reduced proportionately when, due to economic and other conditions beyond the normal control of the Federation, there are reductions or changes in the tonnages of cargo handled by employees covered by the Collective Agreement which

result in the work opportunities for the Union members concerned, being less for the year in question than the work opportunities enjoyed by such Union members for the year immediately prior to August 1, 1960.

3. *Vacations with Pay—Article IX*

Amend Section 902 to provide for payment of 4½ per cent of earnings 6-9 years of service and 5½ per cent after 9 years service, effective August 1, 1960.

4. *Minimum Hourly Guarantee*

Amend Article IX of Schedule "A", Section 901 to read "four (4) hours" instead of "two (2) hours", effective August 1, 1960, provided always that no other minimum guarantee shall be changed.

No change in Section 1002 of Article X or in Section 902 of Article IX.

5. *Night Portion of Split Shift*

Amend Article XIV, Schedule "A", Section 1401 as proposed by the Union, effective August 1, 1960.

6. *Side Runners*

Amend Article IV, Schedule "A", Section 401, as proposed by the Union, effective August 1, 1960.

7. *M.S.A. and Welfare Plan—Article X*

Adopt plan proposed by the Union effective August 1, 1960, the additional cost to make the plan actuarially sound to be borne firstly, by collection of 2 cents additional per man hour from employees so as to equalize the contributions of employer and employee and secondly, the balance required, if any, shall be paid in equal shares by the employer and employee to a maximum of 1 cent per man hour each.

8. *Discipline—Article VI*

The Board recommends that both parties withdraw their proposals for amendment of the discipline clause and continue to operate under the words of the former collective agreement.

9. *Port Labour Relations Committee—Article II*

No change recommended except to the extent that some of its functions have been assigned to the Joint Mechanization Committee.

10. *Grievance Procedure—Article III—Section 301.*

Adopt recommendations of Shipping Federation.

11. *Stoppage of Work—Article VII—Section 701.*

Consideration should be given to revising this section to ensure compliance with Industrial Relations and Disputes Investigation Act.

12. *Welfare and Pensions—Article X*

Amend paragraph 3 of section 1001 as proposed by Shipping Federation.

13. *Holidays—Schedule "A"*

Amend section 801 as proposed by Shipping Federation.

14. *Schedule "B"—Article II*

Amend sections 202, 203, 213, 217 and 224 as proposed by Shipping Federation.

15. *Schedule "B"—Article II*

We endorse the proposals set out in the brief of the Shipping Federation with respect to sections 208 and 215, leaving the parties to work out the special language changes required.

16. *Wages*

- (a) An increase of 8 cents per hour, effective on and after August 1, 1960.
- (b) An additional 8 cents per hour, effective on and after May 1, 1961.
- (c) In addition, a lump sum payment equivalent to 5 cents for each hour worked or paid for during the period May 1, 1960 to July 31, 1960.

17. *Miscellaneous.*

All the requests of the parties relating to proposed amendments of sections 404, Article V, sections 501, 502, 503, 1101 and 1102 and also Schedule "A", sections 502 (b), 503, 602, 701, 1103 and articles 22 and 23 and also Schedule "B" sections 223, 301, 510 and 608 come within the jurisdiction of the proposed Joint Mechanization Committee and should be resolved by that Committee.

F. CRAIG MUNROE,
Chairman.

J. C. ADAMS,
Member.

W. A. STEWART,
Member.

Dated at Vancouver, B.C., this 9th day of August, 1960.

Report of Board in Dispute between

Canadian Broadcasting Corporation
and

International Alliance of Theatrical Stage Employees
and Moving Picture Machine Operators of the United States
and Canada

The Board of Conciliation appointed in the above matter is happy to report that it effected a settlement of all matters in dispute between the parties consequent upon abortive negotiations for renewal of their collective agreement. The terms of settlement were embodied in a memorandum signed by the authorized representatives of the Corporation and of the union. A copy of the memorandum so signed, and containing also the signatures of the members of the Board, is appended hereto.

Certain aspects of the dispute and the steps taken towards settlement deserve to be noted. The union was certified in 1953, and three successive collective agreements were successfully negotiated between it and the CBC. This is the first time that the parties have gone to a conciliation board; and it is worth noting that although the Board was not fully constituted until the appointment of the Chairman on March 24, 1960, the collective agreement immediately preceding abortive renewal negotiations, and consequent conciliation, expired on May 31, 1959. The number of matters presented to the Board at its first hearing on May 12, 1960, as being unresolved (including claims by the Corporation as well as by the union) was roughly sixty; and it should be said that many of the issues involved multiple rather than single problems. The issues ran the gamut of an entire collective agreement, and their range and complexity (having regard to the technical operations of the CBC in which members of the bargaining unit are engaged) invited considerable concern of the Board as to the quality of the face to face negotiations between the parties when bargaining for their fourth agreement. Regardless of such concern, it was necessary to meet the parties on the grounds on which they respectively chose to take positions which impeded an over-all settlement.

There is no doubt that the work of the Board, strenuous as it turned out to be, would have been more difficult but for the efforts of the conciliation officer, F. J. Ainsborough, who met with the parties in the latter part of 1959 and the early part of

1960. While he failed to achieve a settlement, his work towards a "package" conclusion of the dispute enabled the Board to approach the multitude of issues with some perspective about their relative importance. Although the patience of the parties had been tried over the period of a year that elapsed between the expiry date of their existing agreement and the inception of Board hearings, the Board found it necessary to extend its hearings over several months at the risk of compounding existing difficulties and strains. This was necessary to enable the Board to become familiar with the nature of the relationship between the parties, to assess the possibilities of a settlement and to give the parties an adequate opportunity to consider suggestions of the Board aimed at reducing the area of the differences between them.

It would be idle to minimize the strength of the convictions held by the parties on certain items of their dispute. The Board mentions this because the ultimate settlement testifies to the hard compromises that each had to make; and it is to their credit that they came to see the necessity of making them before, rather than after, a strike. The hearings of the Board were lengthy not only in their number but in the span of hours devoted to the daily sessions. The hearing on June 15 lasted to 8 p.m. and that on July 14 lasted to 5 a.m. of the following morning. At the end of this session, it appeared doubtful whether a

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, and Canadian Broadcasting Corporation.

The Board was under the chairmanship of Prof. Bora Laskin, Toronto, and the other two members were J. W. Healy, Toronto, and Guy Merrill Desaulniers, Montreal, nominees of the Corporation and union respectively.

A settlement of the dispute was reached before the Board, and a Memorandum of Understanding is appended to the Board report.

The text of the report is reproduced here.

settlement would be made. But it was felt by the Board that it should persist for at least another day, and the result (achieved at about 10.20 p.m. of July 15) was the settlement to which reference has already been made.

The Board must express its appreciation to the two bargaining groups with whom the settlement was worked out. The union was represented by H. J. Sedgwick, international vice-president (who acted as chairman of the union committee); M. Treanor, business agent, Toronto; Y. Dansereau, business agent, Montreal; G. Kearney, chief steward, Halifax; Miss A. Kugel, steward, Montreal; L. Rampen, chief steward, Toronto; W. Doucette, chief steward, Ottawa; Miss Z. French, chief steward, Winnipeg, and F. Hill, chief steward, Vancouver; R. Chester, secretary, Local 880, Toronto and L. Belanger, vice-president Local 878, Montreal. (Messrs. Hill, Chester and Belanger were not at all the hearings, but Mr. Chester was present at the final series of sessions in

July). The Corporation was represented by J. W. Brooke, counsel; C. B. McKee, director of industrial and talent relations; M. A. Harrison, supervisor, corporate industrial relations; D. Lytle, supervisor, corporate film operations; D. R. Hogan, senior industrial relations assistant (Ottawa); J. Syroishko, industrial relations assistant (Ottawa); J. Lefebvre, director of staging (Montreal); M. Devlin, industrial relations officer for Quebec; G. Sarault, director of design (Montreal); J. Langdon, co-ordinator of TV operations (Toronto); P. Garstang, staging services organizer. (Toronto); and D. Tasker, industrial relations officer for Ontario.

Dated this 20th day of July, 1960.

(Sgd.) BORA LASKIN,
Chairman.

(Sgd.) GUY M. DESAULNIERS,
Member.

(Sgd.) J. W. HEALY,
Member.

MEMORANDUM OF UNDERSTANDING

The parties agree that they will recommend to their principals the following basis of settlement for renewal of the collective agreement; and upon ratification, that they will execute a new agreement which shall include the following terms:

1. *Retroactivity*—A lump sum of \$200 shall be paid to each employee presently on staff, pro rated on the basis of length of service in the bargaining unit since June 1, 1959.
2. Immediately upon ratification of this Memorandum by both parties an across-the-board increase of 5 per cent on basic wages.
3. Effective June 1, 1961, a 4 per cent across-the-board increase on basic wages.
4. Agreement is to expire December 31, 1961.
5. In addition to the across-the-board increase under (2) above, the following revisions in rates shall be made immediately upon ratification of this Memorandum by both parties:

(1) Paint Shop Helper	5 per cent
(2) Carpenter Helper	5 per cent
(3) Asst. Costume Designer	5 per cent
(4) Warehouse Labourer	3 per cent
(5) Carpenter	2 per cent
(6) Carpenter Crew Leader	2 per cent
(7) Scenic Artist Crew Leader	1 per cent

6. *New Classifications:*

Design Estimator—in process. Corporation to advise within 2 months.
Special Effectsman — Corporation will study and advise within 4 months.

7. *Stagehand—Propsman*—The status quo with regard to reclassifications of stagehand and propsman (set) shall be maintained in all locations. In Montreal, the present incumbents shall remain over scale by the current amount.

8. *Other Items*

- (i) *Article 5*—As in present agreement with changes in dues structure.
- (ii) *Article 7.4*—Letter of intent to be supplied by Corporation.
Article 7.3—As in Corporation proposal.
- (iii) *Article 9*—10-hour mandatory turn-around period—and, where possible, 12 hours; with encroachment to be payable on the turn-around period as scheduled (up to 12 hours) subject to other provisions of the agreement.
- (iv) *Article 12*—As in present agreement.
- (v) *Article 18*—As in present agreement.
- (vi) *Article 19*—As in present agreement omitting 19.1.2 for over one week of temporary assign-

ment, with shift differential of \$1 to apply for assignments of at least one day up to one week.
Article 20—As in present agreement.

- (vii) *Article 22*—Lay-off to be according to Corporation seniority, provided employees retained have necessary knowledge, training, skill, and ability.

Article 24—Promotion to be on basis of seniority as between employees with equal knowledge, training, skill, ability and potential.

- (ix) *Article 34 et seq*—Maximum time limits under grievance procedure to be discussed including time limits on filing and processing of national grievances as for local grievances.

Balance of grievance procedure—As in present agreement

- (x) *Individual contracts*—Sick leave to be provided on basis of two weeks per year of employment effective date of ratification. Increase in minima to be retroactive to June 1, 1959.

- (xi) *Article 16.7*—As in Corporation proposal—amended.

- (xii) *Article 26-29*—Agreement to include new Corporation leave regulations.

9. Points from Previous Packages:

Article 2—Inclusion of notice re new related job classifications.

Article 4.4—As in present agreement.

Article 6—As in present agreement.

Article 8—As in present agreement.

Articles 10 and 11—As agreed as in Corporation proposals dated November 19, 1959, and October 1, 1959, (amended), respectively.

Article 13—As in latest amended Corporation proposal.

Article 17—As in present agreement omitting reference to married women in 17.2.2 and including Corporation proposals on 17.2.1 and 17.2.3 re contract classifications.

Article 21—As in present agreement with no letter of understanding.

Article 23—As in present agreement.

Article 25—As agreed in clause comparison chart retroactive to June 1, 1959.

Article 31—Sections 31.1 to 31.3.1 inclusive—As agreed in Corporation proposal.

Article 33—As in present agreement except for editing changes covered

by Corporation proposals except where such changes indicate progression in first three (3) steps on merit.

Sections 33.2 and 33.4—Delete "on merit."

Sections 33.2.1, 33.4.1 and 33.4.2—Change "on merit basis" to "automatically."

Section 33.8—After "period ending" insert "with the second last Sunday in the immediately preceding calendar month. Such payment shall be made not later than the 15th of the month unless the latter falls on a statutory holiday or a Saturday or Sunday in which case it shall be made not later than the work day immediately following and where possible the work day immediately preceding."

Articles 44 to 47—As in present agreement.

Articles 48 and 49—As in Corporation proposal.

Article 50—As in present agreement.

Article 51—As in Corporation proposal.

Articles 52 to 58—As in present agreement.

Articles 60 to 62—As in present agreement.

Articles A, C, J, K—As agreed.

Article L—As in latest Corporation proposal.

Articles M, O, Q, V—As agreed.

In relation to the above terms of agreement reference shall be made to the clause comparison chart as revised May 10, 1960, the agreed clauses listed therein remaining in effect. The new agreement entered into shall contain all articles contained in the previous agreement between the parties save where inconsistent with the new articles above referred to. The parties hereto have acknowledged that they have read this agreement and they agree to it and undertake that they will recommend the inclusion in the new collective agreement of the terms herein set out to their respective principals.

In Witness Whereof the parties hereto have signed this document in the City of Ottawa this day July 15, 1960.

H. J. SEDGWICK,

On behalf of the International Alliance of Theatrical Stage Employees.

M. A. HARRISON,

On Behalf of the Corporation.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Eight Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in eight cases heard in June.

Six of the disputes arose over claims for: extra pay for engineers for picking up diesel units, extra time for engineers while tied up at a point where no shop staff was employed, pay at road rates for a yard engineman when required to go outside established switching limits, payment of overtime for a buffet car steward, payment of compensation for loss of layover by a dining car steward and crew, and payment for two separate days instead of one for engineers operating piggyback trains. The other two cases concerned the seniority standing of three buffet car stewards and the re-assignment of engineers in freight service that involved layover away from home instead of at the home terminal.

The contention of the employees was sustained in two cases, partially sustained in three, and not sustained in three.

Summaries of the eight decisions, Nos. 733 to 740, are given below.

Case No. 733—*Dispute between Canadian Pacific Railway (Pacific Region) and Brotherhood of Locomotive Engineers concerning the claim of engineers for 30 minutes extra pay for picking up diesel units.*

An engineer spent two hours and 10 minutes at a Canadian Pacific junction point, during which time, besides performing switching duties, he picked up a diesel unit. This latter operation entailed making the connections with his other units.

He submitted a claim for 30 minutes for picking up the unit, in addition to the time he spent at the junction. His claim was reduced by 30 minutes and he was paid for two hours and 10 minutes.

The employees contended that engineers were entitled under an article in the agreement to 30 minutes, over and above other allowances for the trip, for picking up diesels en route when this involves making connections.

This article stated that "Road engineers on diesel locomotives who are receiving road rates of pay and paid under rules applicable to road service, who are required to set out or pick up a diesel unit (or units) between terminals of a particular run which involves the making or breaking of connections between the units by the engineer, will be paid 30 minutes at the *pro rata* rate of the trip..."

The company contended that duplicate payment was not provided for under the

rule cited. It declared that the Brotherhood's claim that the 30 minutes allowance was agreed upon over and above other allowances for the trip was not correct.

The contention of the employees was sustained.

Case No. 734—*Dispute between Canadian Pacific Railway (Pacific Region) and Brotherhood of Locomotive Engineers concerning the claim of two engineers in work train service for extra payment while tied up at a point where no shop staff was employed.*

Two engineers employed on work train service were tied up at a point where no shop staff was employed. They claimed payment for 15 minutes in addition to final time of 15 minutes.

The union contended that the engineers were entitled to final time of 15 minutes prescribed under one clause of an article of the agreement, which provided for final time to be allowed in work train service from time of arrival at tie-up point until 15 minutes after engine is placed on shop or tie-up track, and to another 15 minutes under another clause that states that "engineer on work train when laid up at any other than regular roundhouse with regular shopmen, will be allowed 15 minutes after laid up by conductor to cover necessary repairs and get engine ready."

The company contended that the first of these two articles applied only at a place where a roundhouse and shop staff was employed, and the second only at places where no shop staff was employed; and that under no circumstances could both clauses apply to a given situation, since this would involve duplicate payment.

The contention of the employees was not sustained.

Case No. 735—*Dispute between Canadian Pacific Railway (Pacific Region) and Brotherhood of Locomotive Engineers concerning the claim of a yard engineman for 100 miles at road rates when required to go outside established switching limits.*

An engineman assigned to yard service on shift from 3.00 p.m. to 11 p.m. was told, at 10 p.m., to proceed to another point with a light engine to help a transfer whose diesel unit had failed and help it back to the yard. He arrived back at 10.40 p.m. and was off duty at 11.40 o'clock.

The employees contended that the engineer was taken out of yard service and placed in road service and was therefore

entitled to a minimum day at road rates and conditions.

The company contended that the engineer was properly compensated in accordance with an article in the agreement that stated: "Yard engineer whose work takes him outside of switching limits will receive yard rates."

In a general statement, the Board said that the work performed by the engineer in helping a train from another point was not the recognized work of a yard engineer. However, they said, payment for yard work performed should not exceed a minimum day based on service from three to ten o'clock.

The contention of the employees was sustained.

Case No. 736—Dispute between Canadian Pacific Railway and Brotherhood of Railroad Trainmen concerning the claim of a buffet car steward for payment of hours in excess of 224 in one month at the rate of time and a half the pro rata rate.

During December 1959 a buffet car steward accumulated 267 hours and 15 minutes, including six days vacation. The company calculated his payment as 208 hours (basic month) at *pro rata* rate, 3 hours 15 minutes in excess of basic month at *pro rata* rate, 48 hours vacation allowance paid at *pro rata* rate, and 8 hours for a statutory holiday paid at *pro rata* rate.

The union, in its contention, cited an article of the agreement that states that hours in excess of 224 shall be paid as overtime at time and a half, and said that the steward should have been paid accordingly.

The company in its contention pointed out that working hours for the purpose of computing penalty overtime do not include statutory holidays or paid vacation time, time spent in deadheading on pass, and certain periods spent away from the home station or while awaiting assignment or in performing non-operating work.

The contention of the employees was sustained to the extent of payment of all hours in excess of 232 hours (224 hours plus 8 hours credited for statutory holiday) at the rate of time and a half the *pro rata* rate.

Case No. 737—Dispute between Canadian Pacific Railway and Brotherhood of Railroad Trainmen over the claim of a dining car steward and crew for loss of layover compensation.

Before the change of time on October 25, 1959, dining car crews operated as follows: Montreal to Sudbury, Sudbury to Montreal, Montreal to Winnipeg, Winnipeg to Montreal. On completing this cycle, they were allowed three days layover.

When the time changed on October 25, the company rearranged the crews' schedule to the following: Montreal to Sudbury on one westbound train, Sudbury to Winnipeg on another the next morning, Winnipeg to Sudbury on one eastbound train, Sudbury to Montreal on another the next morning. After completing this cycle, layover time was four days.

Ten crews operated on the first schedule but only nine on the second.

A steward and crew who had bid on the rearranged run left Winnipeg on October 24. When they reached Sudbury on October 25—the day the time changed—they were taken off the train, held overnight, and inserted in another eastbound train the next morning; normally they would have gone straight through to Montreal.

After three days layover (87 hours, 45 minutes), they left Montreal on October 30 for Sudbury.

The union contended that when the company ordered the steward and crew to be taken off the train at Sudbury, held overnight, and put on another train to Montreal the next morning, that is, the new arrangement of the run, it was in effect assigning them to the run. The rearranged run provided for layover in Montreal of 111 hours, but the crew received 87 hours, 45 minutes layover. They submitted a claim for compensation for loss of layover of 25 hours, 15 minutes.

The compensation should be calculated, the union contended, in accordance with an article in the agreement that set out the scale of additional payment to employees required to forego layover in order to perform road service.

The company contended that it was generally recognized that at the change of time employees on the road should complete their cycle, even though it might be changed somewhat en route, and take up their new assignment after completion of their old assignment, which in this case would include its layover time (three days) at home terminal. The steward and crew picked up their new assignment after three days layover in Montreal under their old assignment. The new assignment began when they left Montreal.

It had always been understood, the company contended, that employees were not paid for time lost in the exercise of their seniority at change of time, neither were they paid for any loss of layover in order to pick up their new assignment.

In a general statement, the Board ruled that the company, for operational reasons, had delayed the arrival of the steward and

crew in Montreal and thereby curtailed their layover from 96 hours 45 minutes to 87 hours 45 minutes. It decided that they should be compensated for the nine hours thus lost.

Case No. 738—Dispute between Canadian Pacific Railway and Brotherhood of Railroad Trainmen over the seniority standing of three buffet stewards.

Three buffet car stewards were required by the company to pass clerical tests before being given promotion in their turns. They failed in their first attempts, but later passed the tests. But junior men who were able to pass the tests at the first attempt were promoted, and are now shown on the seniority list above the three who failed at first to pass the tests. The Brotherhood of Railroad Trainmen contended that, when the three stewards did pass, they should have been placed on the seniority list "in their proper place."

The union in its contention quoted two articles of the agreement. One of these stated that employees promoted in any classification shall hold seniority from the date of promotion, providing that the senior man is given his turn to qualify in the higher classification. The other article stipulated that if a junior man is used in an emergency a senior man shall be put in his place as soon as possible, and that the emergency service of the junior shall not count as setting the date of his promotion.

The three stewards were "held back from promotion," the union declared, pending the results of tests "arbitrarily imposed by the company." The Brotherhood added that when a man fails to pass a test other than one established by past practice and custom, it does not constitute "failing to qualify for promotion" within the strict meaning of the rule.

The company contended that the position of steward required certain qualifications, including the ability to read and write properly and a knowledge of arithmetic, and that the appraisal and tests made were necessary. Although it agreed that the senior employee should be given the first opportunity for promotion, he must also qualify as to merit, fitness and ability.

The company quoted an article of the agreement that stated that any man failing to qualify for promotion would thereafter rank junior in the higher classification to the man or men promoted in his place. It also made reference to the first article cited in the employees' contention.

The Board held that the rule governing promotion does not sustain the employees' contention. But it recommended that the

Employees' General Committee of Adjustment and representatives of the company should make a further investigation of the conditions under which these men failed to qualify, and try to reach agreement on the handling of future cases.

Case No. 739—Dispute between Canadian Pacific Railway (Atlantic Region) and Brotherhood of Locomotive Engineers concerning the method of payment of locomotive engineers who operate piggyback trains between Ottawa and Montreal.

The Canadian Pacific Railway inaugurated piggyback service between Ottawa and Montreal in March 1959. Engineers were required to operate from Ottawa to Grovehill and Grovehill-Ottawa.

On April 1, 1959, engine crews were told that they would be called for turn-around service when called to operate piggyback trains between Ottawa and Grovehill. They were also told to submit their pay claims on a single trip ticket, claiming initial time in Ottawa; actual miles run between Ottawa and Grovehill and return; miles, or time off main track, at Grovehill; and final terminal time at Ottawa.

The employees contended that engineers in unassigned freight service who operate trains between Ottawa and Grovehill and vice versa are entitled to payment of a separate trip or day in each direction, in accordance with an article in the agreement that limits the distance of one or more turn-around trips out of the same terminal for engineers in unassigned service to a maximum of 120 miles a day, and stipulates that the distance from the terminal to the turning point shall not exceed 30 miles.

The company in its contention quoted an article in the agreement that states that, on straight-away or turn-around service, 100 miles or eight hours shall constitute a minimum day, that an engineer who makes less than 100 miles will be liable for further service to the extent of eight consecutive hours (12½ miles to count as one hour's service), that miles in excess of 100 shall be paid for at the mileage rates provided, and that on runs of more than 100 miles overtime shall begin when the road time exceeds the road miles run divided by 12½.

The company further stated that Grovehill was a turn-around point, and that as part of the last negotiations with the Brotherhood of Locomotive Engineers the company moved the outer yard switch of Montreal terminals to Grovehill. This was agreed to by the union and included in a memorandum of agreement on January 20, 1959.

(Continued on page 1064)

LABOUR LAW

Labour Standards Legislation Enacted in 1960

Prince Edward Island enacts Minimum Wage for Men Act, supplementing 1959 legislation applying to female employees. Ontario passes Employment Agencies Act providing for licensing and supervision of fee charging employment agencies

To supplement the legislation passed last year applicable to female employees, the Prince Edward Island Legislature at its 1960 session enacted a minimum wage Act under which minimum wage rates may be set for male employees.

A new Act providing for licensing and supervision of private fee charging employment agencies was passed in Ontario.

In most other provinces, minor changes were made in existing labour standards legislation.

Annual Vacations with Pay

No changes were made in 1960 in any of the vacations with pay Acts to affect the length of the vacation to be given or other main features of the legislation; but the Manitoba Vacations with Pay Act and the Alberta Labour Act were amended in minor details and the Saskatchewan Annual Holidays Act was consolidated, with some revisions.

The Manitoba amendment fixed July 1, 1960 as the date on which the new system of vacation pay cheques adopted in 1959 as an alternative to the cashing of vacation credit stamps for construction workers (L.G. 1959, p. 1068) would go into effect. The amendment also specifically states that an employee's regular rate of wages is the basis of the vacation pay credit required to be paid by the employer. This is not a change in principle, but it clarifies the point that an overtime rate need not be taken into account.

A new provision dealing with collection of vacation pay was added to the Alberta Act. It states the right of an aggrieved employee to bring an action against an employer to recover the vacation pay to which he is entitled. Only amounts accruing to the employee in the two years preceding the action or the two years preceding termination of his employment, whichever

first occurs, can be recovered under this section. If no prosecution has been started by the Department, such an action can be brought by the employee any time not later than 12 months after he has left his employment. Before the amendment, it was not clear that the employee had a right to civil action.

The Saskatchewan Annual Holidays Act was replaced by a new Act consolidating the numerous amendments made in the last several years and introducing minor changes for purposes of clarification.

Two new provisions were added. The Act provides that an employee is entitled to a vacation with pay of two weeks after a year of employment and to three weeks after five years. For the purpose of determining entitlement to a three-week vacation, periods of employment with the same employer may be accumulated so long as any two such periods have not been separated by more than 182 days. The Act as amended provides that a period of employment of two days or less cannot be counted.

Under the Act, annual holidays may be given in one period or in periods of not less than one week each. It is now provided that an employee may, not later than the day on which he becomes entitled to an annual holiday, give his employer a written notice indicating which arrangement he prefers, and the employer must allow him to take the holiday in the manner indicated. However, where an employer, with the approval of the Minister, closes his business in order to give his employees their annual holidays at the same time, an employee is not entitled to have his annual holidays at a different time.

Hours of Work, Public Holidays, Weekly Rest

The "maintenance of earnings" provision in the Saskatchewan Hours of Work Act was extended for another year to April 1,

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

1961. The effect of this provision is that a reduction in "previously established hours of work" as defined in the Act, in order to meet the requirements of the Act, may not result in a reduction in actual earnings of an employee. It continues to have significance because certain classes have been permitted by orders under the Act to have a longer work week than 44 hours and are progressively being brought up to the 44-hour standard.

Another amendment to the Act restates and clarifies the provision that lays down the rule that an agreement, contract of service or any custom which assures more favourable conditions to employees is not affected by the Act.

In Quebec, the maximum hours of work for certain classes of factories and shops are set by decrees under the Collective Agreement Act, which gives the Lieutenant-Governor in Council authority to make certain terms of collective agreements in an industry or trade binding on all the employers and employees in the province or in a stated region of the province. An amendment to the Act specifies that the provisions respecting hours of work in a collective agreement that may be made mandatory include the fixing of working days, non-working days and the time when a working day begins and ends for each category of employees. However, in any territory where the opening and closing time is fixed for the trade under local by-laws, the working day must fall within the period the trade may keep open under the local by-law.

The Saskatchewan Minimum Wage Act names New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day as paid holidays, and authorizes the Minimum Wage Board to fix the rate of compensation for employees who may be required to work on these holidays; this the Board has done. An amendment to the Act provides that an employer and a trade union representing a majority of the employees in an appropriate bargaining unit may enter into an agreement to substitute another working day for any of the eight holidays listed above.

Another amendment to the Act revised the definition of "restaurant" to which the Act applies to make it clear that it includes "any place in which meals or light lunches, or both, are supplied for a consideration and such service is furnished daily to more than five persons."

The One Day's Rest in Seven Act in Saskatchewan was also amended. It provides that a rest period of at least 24 consecutive hours in every seven days (when possible,

on a Sunday) must be granted to all workers covered by the Act. As the Act stood before this year's amendment, it applied to cities, and its operation could be extended to any rural portion of the province by an Order in Council, and it had actually been extended throughout the province.

As amended the Act applies throughout the province, and there is no provision for exclusion on a territorial basis, but a specified class or group of employers or employees may be excluded from the operation of the Act by an Order in Council "subject to such conditions as may be prescribed therein."

Minimum Wages

An Act entitled "Minimum Wage for Men Act" was passed in Prince Edward Island, with the result that authority is now established to enable the Labour Relations Board to fix minimum wage rates, subject to review by the Minister of Labour, for either men or women or both.

The new Act does not apply to persons employed in a confidential capacity, employees in domestic service or agriculture, or persons employed by the Crown. The Board may make orders with the approval of the Minister establishing minimum rates of wages to be paid by employers, including overtime rates for time worked in excess of a fixed number of hours. Such orders may also fix the rate that an employer is permitted to charge an employee for board and lodging, and the interval at which wages must be paid.

Orders may apply generally throughout the province or to a designated part of the province and cover either all employees coming under the Act or designated groups or classes. Orders of the Board are binding upon employers and employees and may not be altered by individual agreement or, except with the authorization of the Minister, by collective agreement.

The Act imposes on every employer a duty to keep posted in a conspicuous place in his establishment any order of the Board applicable to his employees. An employer must file with the Board, within ten days of a request from the Board, a statement of the names and addresses of his employees, their age, the duties performed, the hours of work performed per day and per week, the rate of wages, any agreement with his employees in relation to wages, hours of work and working conditions and such other information regarding wages, hours of work and working conditions as may be required by the Board. Every employer has a duty to keep records and also to make them available to the Board for inspection.

The Act provides that there shall be one or more minimum wage inspectors under the direction of the Minister of Labour.

An employee or employer who contravenes an order of the Board is liable to a penalty of up to \$100 for each employee affected or, in default of payment, to imprisonment not exceeding one month. A person who seeks to influence an employer or employee to abstain from lodging a complaint or taking part in any proceedings under the Act is guilty of an offence. The judge may order the employer to pay the wages due to the employee. Prosecution for any offence under the Act requires the authorization of the Minister. An employee may also sue the employer for the amount due him under the Act.

Protection of Wages

An amendment to the Wages Recovery Act in Manitoba increased from \$200 to \$500 the maximum wages that may be recovered by an employee in summary proceedings under the Act before a Justice of the Peace. The Justice may allow for solicitor's costs in accordance with a scale set out in the Act. As amended, the scale will be based not on the amount of wages claimed but on the amount of the wages ordered to be paid, and runs from \$5 to \$25.

In Ontario, the Wages Act, which deals, among other matters, with the garnishment of wages, was amended to provide that a judgment debtor may pay off a judgment by instalments and avoid successive garnishment of his wages. The debtor may apply to a division court judge for an order for the release of the garnishment and for the payment of the judgment debt by instalments. So long as he is not in default under the order, no further garnishment of his wages will be made.

The Alberta Industrial Wages Security Act, which secures the payment of wages in mining, was amended in 1959 to authorize the Minister of Labour to exempt any employer from the requirement of giving security for wages if the provincial auditor certified that he was satisfied with the financial position of the employer and his ability to pay the wages of his employees. As a result of an amendment at the last session, the Minister is given power to exempt from the wages security requirements any employer who has not made default in the payment of any wages for a period of three years immediately preceding an application for exemption. Such Ministerial order does not require a certificate of the provincial auditor as to the financial position of the employer.

Payment of Loggers

The Newfoundland Logging Camps Act, 1960, the safety and health provisions of which were reported in the September issue at p. 908, also deals with the scaling of timber for the purpose of computing the earnings of loggers, pay statements, and provision of tools.

An employer of loggers is required to keep his employees informed of the rate of their remuneration and specifications of timber required. At regular intervals not in excess of 18 days or such longer intervals as may be prescribed by the regulations, the wood cut by a logger must be scaled by a commercial scaler. A statement showing the net quantity of wood credited to the logger and the net amount of money due him must be given by the employer to the logger on the completion of the scale. A logger may, in addition, request information showing the identification and measurement of the wood and the quantity of wood rejected.

Where a dispute arises as to the amount of wood credited to the logger, a party to the dispute may ask the Minister of Mines and Resources, who is responsible for administration of the Act, to provide the services of an official scaler. If the parties agree to accept the decision of the official scaler, his decision is final and binding on them. If one of the parties refuses to accept the decision and takes action in a court, the scaler may be heard as a witness.

The Minister is responsible for appointing official scalers and approving the appointment of commercial scalers. Official scalers are authorized to enter any place where logging operations are being carried out and any person connected with a logging operation must assist the official scaler in carrying out his duties.

Regulations will determine the qualifications and duties of commercial and official scalers, and the fees to be paid for examinations and certificates. Rules respecting the keeping of official records and accounts of timber cut by each logger, their earnings and the deductions made, may also be established by regulation.

Every logger is to be supplied by the employer, free of charge, with one axe and one bucksaw, which have to be returned at the end of the season. If he needs additional axes or saws he has to supply them at his own expense. The Minister may issue an order requiring an employer, where necessary, to make available other supplies and equipment on a fair and equitable basis.

Offences under the Act and regulations are punishable by fines not exceeding \$1,000 or, in default of payment of the fine, by

imprisonment up to six months, or by both fine and imprisonment.

The Act came into force by proclamation on August 30.

Private Employment Agencies

The Ontario Legislature enacted a new Employment Agencies Act providing for the licensing of persons carrying on the business of employment agencies, repealing an Act dating back to 1927.

(A 1959 amendment to the federal Unemployment Insurance Act repealed a provision in that Act authorizing regulations for the control and licensing of private employment agencies, indicating that the matter was considered to be a provincial responsibility. Two other provinces, British Columbia and Manitoba, have legislation requiring employment agencies to be licensed, and Alberta, Saskatchewan, Quebec, New Brunswick and Nova Scotia have legislation prohibiting the operation of private fee charging employment agencies.)

A distinctive feature of the new Ontario Act is the bringing of the business of counselling or testing persons for a fee under the definition of an 'employment agency.'

The Minister of Labour is responsible for administration of the Act. Annual licences will be issued by an officer of the Department of Labour to be known as the Ontario Supervisor of Employment Agencies to persons who have complied with the requirements of the Act and regulations. A licensee must display his licence in the premises where he carries on business.

The following requirements are spelled out in the Act. An applicant must apply on the prescribed form, pay the prescribed fee, furnish security, and possess the qualifications prescribed by the regulations. In addition, the applicant must satisfy the Supervisor that he is "worthy of public confidence."

The Supervisor, after a hearing, may refuse to issue or may suspend or revoke a licence if he finds that the applicant or licensee, as the case may be, has contravened any provisions of the Act or regulations or otherwise is not worthy of public confidence. Notice of refusal to issue a licence or its suspension or revocation must be given in writing.

If the party affected is dissatisfied with the decision of the Supervisor, he may, within ten days after receipt of the notice, appeal to the judge of the county or district court where he intended to carry on or carried on his business, for an order reversing the decision of the Supervisor. The judge, after hearing the applicant and the Supervisor, and upon examining any evi-

dence presented by the parties, may either dismiss the application or order the Supervisor to issue or reinstate the licence if he is satisfied that the applicant is worthy of public confidence.

A person contravening any provisions of the Act or the regulations is liable on summary conviction to a fine of not less than \$10 and not more than \$500.

The Act provides only a general framework of rules in the matter of licensing and supervising employment agencies. Wide powers are given to the Lieutenant-Governor in Council to make regulations prescribing the qualifications of applicants for licences, classifying employment agencies, limiting and prescribing the nature of the business to be carried on, regulating and controlling the manner in which the business has to be carried on, prescribing the fees that may be charged, and providing for inspection.

Apprenticeship and Tradesmen's Qualifications

The Manitoba Apprenticeship Act was amended with respect to the rules that may be made by a trade advisory committee. Before the amendment, each committee could make rules in respect to the upper age limits for apprentices in the trade. The amendment withdraws this authority and gives instead authority to set rules in respect to the minimum educational qualifications of apprentices.

Another amendment alters the schedule of trades that may be named as designated trades by adding the following trades: barbers, cooks, electronic technicians, hair-dressers and television workers.

The New Brunswick Apprenticeship Act was amended to provide that a holder of a certificate of apprenticeship under the Act or a certificate issued under the Inter-Provincial Standards Seal is entitled to obtain a trade license required by a municipality, without examination, on payment of the municipal licence fee.

In New Brunswick also the Trades Examination Act, which provides for a board of examiners in certain trades to examine and issue certificates of qualification to qualified tradesmen, was amended with respect to the definition of "trade". It now means the electrical trade, the motor vehicle repair trade (mechanical), the powderman's trade, the plumbing trade and the pipefitting trade, or any branch of these trades designated by the Lieutenant-Governor in Council.

The welding trade has been dropped from the list, as examining of welders working on pressure vessels is now carried out by the Boiler Inspection Branch. Motor vehicle repair, for which a board of examiners was appointed in 1958, and the powderman's trade have been added.

Regulation of Trade Schools

In Newfoundland the Regulation of Trade Schools Act was passed. It provides that a trade school giving instruction in the trades enumerated in the Act must be registered with the Minister of Education. Trade schools operated by religious bodies or by companies for their employees are exempt from the operation of the Act.

The Minister may also, by regulations, exempt any trade school from the operation of the Act. Certificates of registration will be issued on an annual basis and may be renewed. The Minister may refuse registration or renewal where in his opinion the registration or renewal should not be granted. He has authority to cancel a certificate where the requirements of the Act and regulations have not been complied with. The Minister is also authorized to inspect trade schools and inquire into the

methods of instruction and safety conditions, and to examine the business books and records.

Regulations may be made regarding the operation of trade schools, providing, among other things, for the carrying out of health, sanitary and safety regulations in trade schools, the maximum fees that may be paid for instruction, and for the making of annual returns and the furnishing of information to the Minister by the keepers and operators of trade schools.

A person who operates a trade school contrary to the Act or regulations is liable to a fine of up to \$100 for a first offence and up to \$500 for a second or subsequent offence. In addition, the Act provides that a person who fails to register is not capable of maintaining proceedings in the courts in respect of any contract in connection with his trade school.

Legal Decisions Affecting Labour

Manitoba Court of Queen's Bench upholds certification order. U.S. Supreme Court rules on the enforceability by the courts of labour arbitration awards

In Manitoba, the Court of Queen's Bench found that Section 4 of the Lord's Day Act, which makes it unlawful to carry on business transactions on Sunday, does not apply to a trade union holding a meeting and passing a resolution authorizing the application for certification.

In the United States, the Supreme Court held that the refusal of courts to review the merits of an award is the proper approach to arbitration under labour collective agreements.

Manitoba Court of Queen's Bench...

...holds as valid an authorization to apply for certification given at union meeting held Sunday

On May 13, 1960, the Manitoba Court of Queen's Bench in *certiorari* proceedings dismissed a motion to set aside an order of certification. The Court held that the authorization to apply for certification granted at a union meeting held on Sunday was valid and not affected by the restrictions under the Lord's Day Act.

The Manitoba Labour Relations Board on March 31, 1960, certified the Brewery and Soft Drink Workers, Local Union No. 330, as bargaining agent for the employees of James Warner.

The employer applied for *certiorari* to set aside the certification order on the grounds that there was no authorized appli-

cation for certification before the Board. He contended that the authorization was void because it was given at a union meeting held on Sunday, contrary to the Lord's Day Act, Section 4, which reads:

It is not lawful for any person on the Lord's Day, except as provided herein, or in any provincial Act or law now or hereafter in force, to sell or offer for sale or purchase any goods, chattels, or other personal property, or any real estate, or to carry on or transact any business of his ordinary calling, or in connection with such calling, or for gain to do, or employ any other person to do, on that day, any work, business, or labour.

Further, the employer contended that the union was a "person" within the meaning of Section 4 of the Lord's Day Act, and that the act of authorization constituted the carrying on of "business" within the meaning of that section, thus making the authorization void.

The Board and the union argued that Section 4 did not apply to a trade union; therefore, the authorization for applying for certification granted on Sunday was valid and did not affect adversely the certification order.

In dismissing the employer's application, Chief Justice Williams considered first whether a trade union is a "person" within the meaning of Section 4 of the Lord's Day Act.

Section 2 (d) of the Lord's Day Act provides that "person" has the same meaning as it has in the Criminal Code. Section 2 (15) of the Code reads:

"Every one", "person", "owner", and similar expressions include Her Majesty and public bodies, bodies corporate, societies, companies and inhabitants of counties, parishes, municipalities or other districts in relation to the acts and things that they are capable of doing and owning respectively.

The Chief Justice noted that there is no definition of "person" in the Labour Relations Act. On the other hand, the regulations made under the Act contain in Rule 1 (2) (d) the following definition:

"person" includes partnership, corporation, employers' association and trade union, but does not unless the context or any section of the Act obviously intends, mean an individual employee within an establishment, plant, bargaining unit or classification.

In the opinion of the Chief Justice, the Lord's Day Act and the Labour Relations Act not being statutes in *pari materia*, the definition of the word "person" in Rule 1 (2) (d) could not be read into the Lord's Day Act, which has its own definition of the word imported from the Criminal Code. Besides, he doubted if Rule 1 (2) (d) is authorized by the Act.

Further, counsel for the employer argued that a trade union is a "society," and as this word appears in the definition of "person" in the Criminal Code, so it should be read into Section 4 of the Lord's Day Act. Also, counsel argued that "trade unions" are given a "status" by the Labour Relations Act.

No authority was cited to support the contention that a trade union is a "society" and the Chief Justice was not aware of any legal decision in this respect, whether in Canada or in England. Further, he stated that apart from statute a trade union such as Local 330 is a voluntary unincorporated association, an entity unknown to the law.

In this respect, Chief Justice relied on the decision of the Supreme Court of Canada in *Orchard v. Tunney* (L.G., Oct. 1957, p. 1214). He concluded that Local 330 was not a "society" and that it had not been given a "status" by the Labour Relations Act. The Act authorizes the Local to make application to the Board for certification (S. 7 (1)) and to accredit a person to prosecute the certification (Rule 6 (1) (c)). As a voluntary unincorporated association, Local 330 consisted only of its members for the time being. Undoubtedly, it has been provided with a constitution governing the holding of meetings. The only objection raised by the employer as to the validity of the meeting was that it was held on Sunday.

The employer submitted that in holding a meeting and passing a resolution on Sunday the union members were carrying on "business" and that was forbidden by Section 4 of the Lord's Day Act.

In rejecting this argument, the Chief Justice noted that the term "business" has been frequently said by the courts to be a word of large and indefinite import. However, it must be construed as used in Section 4, where it appears in conjunction with the words "of his ordinary calling." In the *Rideau Club v. The Corporation of the City of Ottawa* (1908, 15 O.L.R. 118, the language used by the Master of the Rolls in *Smith v. Anderson* (1879) 15 Ch. D. 247 was adopted describing "business" as "something which is followed and which occupies time and attention and labour for profit."

In the opinion of the Chief Justice it cannot be said that the group of men forming the members of Local 330 who met that Sunday to authorize the application for certification were on the business of their ordinary calling, or were carrying on business at all. Undoubtedly, they were acting for the purpose of obtaining something they thought would be for their benefit, but that fact could not be invoked to suggest that they were carrying on business for a profit. He was not aware of any authority deciding that what the members of Local 330 did on Sunday was prohibited by common law or by statute. He saw no reason why they should not meet on Sunday to pass the resolution they did. In his opinion, Section 4 of the Lord's Day Act had no application to what was done.

The employer's application was dismissed and the certification order upheld. *James Warner and the Manitoba Labour Board et al.*, Canadian Labour Law Reports, August 30, 1960, Para. 15,309.

The Supreme Court of the United States...

...holds courts can enforce labour arbitrator's award but cannot review the merits of the award

On June 20, 1960, the Supreme Court of the United States in a dispute between United Steelworkers of American and Enterprize Wheel and Car Corporation, in interpreting Section 301 of the Taft-Hartley Act, denied the Courts the power of review of the merits of arbitration awards under collective agreements.

Nevertheless, the Court ruled that the arbitrator is confined to interpretation and application of the collective agreement. Where the arbitrator clearly goes outside the collective agreement he exceeds his jurisdiction and the courts have to refuse

enforcement of the award. However, mere ambiguity in opinion accompanying award which permits the inference that the arbitrator may have exceeded his authority is not reason for refusing to enforce the award.

Mr. Justice Douglas, who delivered the judgment of the Supreme Court, recalled the circumstances of the dispute.

United Steelworkers of America and Enterprise Wheel and Car Corporation had a collective agreement that provided that any difference "as to the meaning and application" of the agreement should be submitted to arbitration and that the arbitrator's decision "shall be final and binding on the parties."

The relevant part of the agreement states:

Should it be determined by the Company or by an arbitrator in accordance with the grievance procedure that the employee has been suspended unjustly or discharged in violation of the provisions of this agreement, the company shall reinstate the employee and pay full compensation at the employee's regular rate of pay for the time lost.

The agreement also provided:

It is understood and agreed that neither party will institute civil suits or legal proceedings against the other for alleged violation of any of the provisions of this labor contract; instead all disputes will be settled in the manner outlined in this Article III—Adjustment of Grievances.

A group of employees left their jobs in protest against the discharge of one employee. A union official advised them to return to work at once. The company, at the employees' request gave them permission but afterwards rescinded it, and the employees were told they did not have a job any more "until this thing was settled one way or the other."

A grievance was filed, and when the company refused to arbitrate, the suit was brought for specific enforcement of the arbitration provisions of the collective agreement. The federal District Court ordered arbitration.

The arbitrator found that the discharge of the employees was not justified, though their conduct was improper. In his opinion, the facts warranted at most a suspension of the men for 10 days each.

After the employees' discharge and before the arbitration award was rendered the collective bargaining agreement had expired. The union, however, continued to represent the workers at the plant.

The arbitrator rejected the company's contention that expiration of the agreement barred reinstatement of the employees. He held that the provision of the agreement above quoted imposed an unconditional obligation on the employer. He awarded

reinstatement with back pay, minus pay for a 10-day suspension and such sums as these employees received from other employment.

The company refused to comply with the award. Then the union applied to the District Court for enforcement of the award. The District Court directed the company to comply.

The Court of Appeals, while agreeing that the District Court had jurisdiction to enforce an arbitration award under a collective bargaining agreement, held that the failure of the award to specify the amounts to be deducted from the back pay rendered the award unenforceable. That defect, it agreed, could be remedied by requiring the parties to complete the arbitration. But the Court held that an award for back pay subsequent to the date of termination of the collective bargaining agreement could not be enforced. It also held that the requirement for reinstatement of the discharged employees was likewise unenforceable because the collective agreement had expired.

In rendering the judgment of the Supreme Court, Mr. Justice Douglas noted that the refusal of courts to review the merits of an arbitration award is the proper approach to arbitration under collective bargaining agreements. The federal policy of settling labor disputes by arbitration would be undermined if courts had the final say on the merits of the awards. Nevertheless, an arbitrator is confined to interpretation and application of the collective bargaining agreement; he does not sit to dispense his own brand of industrial justice; his award is legitimate only so long as it draws its essence from the collective bargaining agreement. When the arbitrator does not comply with this obligation, the courts have to refuse enforcement of the award.

Referring to the case under review, Mr. Justice Douglas held that the opinion of the arbitrator regarding back pay beyond the date of the agreement's expiration and reinstatement was ambiguous. It could be prompted solely by the arbitrator's view of the requirements of enacted legislation, which would mean that he exceeded the scope of the submission. Or, it could be read as embodying a construction of the agreement itself, perhaps with the arbitrator looking to "the law" for help in determining the sense of the agreement. However, a mere ambiguity in the opinion accompanying an award, which permits the inference that the arbitrator might have exceeded his authority, is not a reason for refusing to enforce the award.

Arbitrators have no obligation to the court to give their reasons for an award. To require opinions free of ambiguity could lead arbitrators to play it safe by writing no supporting opinions, and this would be undesirable, for a well-reasoned opinion inspires confidence in the integrity of the process and aids in clarifying the underlying agreement.

Moreover, there is no reason to assume that in the case at bar the arbitrator had not stayed within the areas marked out for his consideration. It is not apparent that he went beyond the submission. The Court of Appeal's opinion refusing to enforce the reinstatement and partial back pay portions of the award was not based upon any finding that the arbitrator did not base his award on his construction of the contract. It merely disagreed with the arbitrator's construction of it.

The review by a court of the merits of the construction of the contract would make meaningless the provisions that the arbitrator's decision is final, for in reality it would almost never be final. The question of interpretation of the collective agreement is a question for the arbitrator. In so far as the arbitrator's decision concerns interpretation of the contract, the courts cannot overrule him because their interpretation of the collective agreement is different from his.

The Supreme Court (with one dissenting opinion) agreed with the Court of Appeals that the judgment of the District Court should be modified so that the amounts due the employees might be definitely determined by arbitration. In all other respects the Court affirmed the judgment of the District Court. *Steelworkers v. Enterprise Wheel and Car Corporation*, Labour Relations Reporter, 46 LRRM 2423.

Recent Regulations under Provincial Legislation

British Columbia raises minimum wages of construction workers. Ontario issues apprenticeship regulations for hairdressing trade, formerly subject to rules for barbering. P.E.I. Labour Relations Board issues first rules of procedure

In British Columbia, a new minimum wage order for the construction industry provides for a minimum wage of \$2 an hour for tradesmen and of \$1.30 for other employees, and requires the payment of overtime after 40 hours in a week.

In Ontario, new apprenticeship regulations for the trade of hairdresser require apprentices to be given at least 1,280 hours of training each year.

The Prince Edward Island Labour Relations Board has issued its first rules of procedure.

British Columbia Male Minimum Wage Act

The British Columbia Board of Industrial Relations recently revised its minimum wage order for the construction industry, increasing the minimum rate of tradesmen from \$1.50 to \$2 an hour and that of other employees from \$1 to \$1.30 an hour, effective August 15.

The coverage of the order is substantially the same, applying to all persons in the construction industry, by which is meant the construction, reconstruction, repair, alteration, remodelling, renovation or demolition of any bridge, building, canal, dock, drain, electrical undertaking, gaswork, harbour, pier, railway, road, sewer, telegraphic or telephonic installation, tramway, tunnel,

viaduct, waterway, waterworks, well (other than oil or gas) or other work of construction, including preparatory work, the laying of foundations and the installation of equipment or any appurtenance connected therewith.

The order does not apply, however, to employees subject to another order, persons acting in a supervisory or managerial capacity, or to employees permanently employed at maintenance work in industrial or manufacturing establishments or in public and private buildings.

The new \$2-an-hour minimum wage is payable to any tradesman in the construction industry, that is, any employee doing the work usually done by a journeyman boilermaker, bricklayer, carpenter, electrician, elevator constructor, glazier, ironworker, lather, mason, millwright, painter, paperhanger, plasterer, pipefitter, plumber, steel fabricator and erector, terrazzo mechanic, tilesetter and welder.

All other persons subject to the order must be paid a minimum of \$1.30 an hour except handicapped or part-time workers and apprentices working under special permit from the Board, who must be paid the minimum specified in the permit.

The overtime provision has been changed to require the payment of time and one-half the regular rate after 40 hours in a week instead of after 44 as formerly. Two other orders, one covering the pipeline construction industry and another covering the shipbuilding industry, require the payment of the premium rate after 40 hours.

In line with the usual practice some variation of the overtime rate is permitted. If, by agreement, hours are averaged over a fixed period, the overtime rate is payable for all hours worked in excess of a weekly average of 40 hours provided hours do not exceed eight in any one day. The Board may also vary the overtime provision whenever an undertaking has been exempted from the Hours of Work Act or a special exemption has been granted by regulation.

The daily guarantee provision is unchanged, providing that an employee must be paid at his regular rate for the entire period spent at the workplace in response to a call from the employer, with a minimum of two hours pay if he reports for work and four hours pay if he starts to work, subject to the usual qualifications.

The order also contains the usual provisions respecting semi-monthly payment of wages, the posting of orders and schedules, the keeping of records and employee registers.

Ontario Apprenticeship Act

The Ontario Industry and Labour Board and the Provincial Apprenticeship Advisory Committee recently issued separate regulations for the trade of hairdresser, which had previously been subject to the same rules as the barbering trade. Amendments to the general apprenticeship regulations and the regulations for barber and hairdresser schools have also been issued. The new provisions were gazetted August 27 as O. Reg. 225/60 to 230/60.

The regulations of the Provincial Advisory Committee provide that the minimum age for apprenticeship in the trade of hairdresser is 16 years. No minimum educational requirement is set but the standards laid down in the general apprenticeship regulations apply. These require apprentices in the designated trades to have a High School Entrance Certificate or Grade VIII standing or its equivalent.

The term of apprenticeship for hairdressers is three years, including the probationary period, the same as in the barbering trade.

In line with its usual practice, the Advisory Committee has limited the number

of apprentices, the ratio of apprentices to journeymen in any establishment being one to five.

The regulations issued by the Industry and Labour Board require all persons engaged in the trade of hairdresser to hold a valid certificate of qualification except registered apprentices or persons employed during a probationary period.

Employers are required to give apprentices the prescribed course of training, which, besides the usual subjects, includes instruction in bacteriology and safety standards in respect of the maintenance and operation of electrical equipment established by regulations under the Power Commission Act. Each year an apprentice must receive at least 1,280 hours of training.

Examinations for apprentices and for a certification of qualification will be based on the prescribed syllabus.

Certificates of qualification are valid for one year only but will be renewed upon payment of the prescribed fee.

Persons holding a certificate of qualification in either the barbering or hairdressing trade may no longer qualify by examination for a certificate in the other trade without serving as an indentured apprentice.

Under the general regulations covering all designated trades, certificates of qualification may be issued without examination to holders of apprenticeship certificates or to persons who have qualified in another province. Applicants who submit evidence of having engaged in the trade at least as long as the period of apprenticeship may qualify by examination.

A new provision states that a person who has completed a course of training provided by a trade school may be issued a certificate of qualification if he passes the prescribed examination and pays the required fee.

In line with this change the regulations governing hairdresser and barber schools have been amended to provide that persons who have completed a course of instruction in such trade schools must have received at least 1,200 hours of training. Previously no minimum training period was set but students who had completed their courses were required to appear before a board of examiners appointed by the Advisory Committee. The board would then certify as to their qualifications and recommend what time credits they were to be allowed toward an apprenticeship.

Prince Edward Island Trade Union Act

The first regulations and rules of procedure to be issued by the Prince Edward Island Labour Relations Board were gazetted August 20.

Established by a 1959 amendment to the Prince Edward Island Trade Union Act, the Board was authorized to perform the functions under that Act formerly fulfilled by the Minister of Labour and such other duties as may be designated by the Lieutenant-Governor in Council.

The regulations deal with certification and decertification, conciliation procedures and the handling of complaints under the Equal Pay Act or a complaint or an application for an order under the Women's Minimum Wage Act.

The rules with regard to certification are similar to those issued in other jurisdictions, providing for notices to interested parties, verification of exhibits and, in cases where objections are raised, hearings upon request of either party and the delegation of authority to deal with a representation vote to any person designated by the Board.

If an application for certification is rejected, the Board will not consider a second application until at least 10 months have elapsed. A similar period must elapse before the Board will deal with an application for decertification.

In conciliation proceedings, an application for conciliation services is to be made to the Labour Relations Board (as in Ontario and Quebec) instead of to the Minister as is the case in the other jurisdictions in Canada. If negotiations break down, either party may notify the Board of the stalemate, in which case the Board must hold a hearing, at the conclusion of which the Board may request the Minister to appoint a con-

ciliation officer to meet with the parties and endeavour to bring about an agreement.

If the conciliation officer is unable to effect a settlement or in any other case where it deems it necessary, the Labour Relations Board may recommend that the Minister appoint a conciliation board.

As is usually the case, the conciliation board is comprised of three members, one selected by each party with a chairman chosen by the nominees. If the parties do not select a chairman within the prescribed 10-day period, the Minister may appoint one.

Within 14 days after the hearing (unless the period is extended) the conciliation board must report to the Labour Relations Board and it in turn must recommend to the Minister whatever further action it considers necessary.

Complaints of alleged violations of the Equal Pay Act are to be investigated by the Board. Upon receiving a complaint, the Board will forward a copy to the person complained of and fix a date for a hearing. After the hearing the Board will forward its recommendations to the parties and to the Minister.

The Board will also deal with complaints and applications for orders under the Women's Minimum Wage Act. The procedure is similar to that under the Equal Pay Act except that, after hearing representations and such other evidence as it deems proper, the Board may issue an order, subject to final approval by the Minister.

Industrial Fatalities

(Continued from page 1021)

under the heading "falls and slips," all but four of which were caused by falls to different levels. "Collisions, derailments, wrecks, etc." were responsible for 46 deaths: 21 from accidents involving automobiles and trucks, 15 tractors and loadmobiles, 7 aircraft and 3 involving railways. In the classification "struck by," 36 fatalities were recorded. Of these, 28 were in the category "other objects," 6 were caused by moving vehicles and 2 were the result of being "struck by tools, machinery, cranes, etc." Twenty-eight fatalities were the result of being "caught in, on or between"; of these,

16 involved machinery, 6 involved tractors, loadmobiles, mine or quarry cars and 4 belts, pulleys, chains and hoisting or conveying apparatus. Electric current was responsible for 20 deaths, 8 of which occurred in the public utilities industry and 5 in buildings and structures.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 77. In British Columbia there were 61; in Quebec 25 and in Alberta 19.

During the quarter, 51 fatalities were recorded in April, 90 in May and 78 in June.

UNEMPLOYMENT INSURANCE

Monthly Report of Operation of the Unemployment Insurance Act

Number of claimants at end of July almost the same as at end of June but 30 per cent higher than at end of July 1959, statistics* show. Number of initial and renewal claims during month higher than figure for June and for July last year

Claimants† for unemployment insurance benefit on July 29 numbered 294,100, which was almost the same as the 296,400 reported on June 30 but 30 per cent more than the figure of 225,900 on July 31, 1959.

The increase over last year was 36 per cent for males, but only 21 per cent for females. The large proportion of males among the recent claimants is ascribed to reduced employment in construction and in certain sections of manufacturing, e.g., heavy industries. The danger of fire in British Columbia forests was also responsible for reduced employment for loggers.

Initial and renewal claims for benefit received during July numbered 140,400, which was 9 per cent more than the figure of 128,500 in June, and nearly 15 per cent more than the total of 122,300 for July 1959.

The average weekly number of beneficiaries was estimated at 225,900 for July, 18 per cent less than the 275,900 estimated for June but 37 per cent more than the 164,800 for July 1959.

Benefit payments totalled \$19,700,000 in July, \$26,800,000 in June, and \$14,500,000 in July 1959.

The average weekly payment was \$21.81 in July, \$22.11 in June, and \$20.04 in July 1959. The higher rate compared with the previous year is mainly due to the new benefit rates that have been in effect since September 1959.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for July showed that insurance books or contribution cards had been issued to 4,477,847

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

employees who had made contributions to the Unemployment Insurance Fund since April 1, 1960.

At July 31 employers registered numbered 329,411, an increase of 466 since June 30.

Enforcement Statistics

During July, 5,498 investigations were conducted by enforcement officers across Canada. Of these, 3,158 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 92 were miscellaneous investigations. The remaining 2,248 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 176 cases, 63 against employers and 113 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,634.*

Unemployment Insurance Fund

Revenue received in July totalled \$29,-878,737.04 compared with \$23,735,928.09 in June and \$21,791,667.44 in July 1959. Benefits paid in July totalled \$19,702,606.90 compared with \$26,841,962.03 in June and \$14,587,217.11 in July last year. The balance in the Unemployment Insurance Fund on July 31 was \$306,363,607.24; on June 30 it was \$296,187,477.10 and on July 31, 1959, it was \$441,357,140.97.

*These do not necessarily relate to the investigations conducted during this period.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1759, August 8, 1960

The question to be decided in this appeal is whether or not the claimant has proved that he was unemployed within the meaning of sections 54 (1) and 57 (1) of the Unemployment Insurance Act and 154 (1) of the Regulations as from September 6, 1959. The main facts of the case are as follows:

The claimant filed an initial application for benefit on September 8, 1959 at the local office of the Unemployment Insurance Commission in Windsor, Ont., and was registered for employment as a stock handler. He stated in the application that he had worked as a die setter in Windsor for Motor Products from December 2, 1940 to July 16, 1959, when his employment terminated as the company had "gone out of business." He indicated also that subsequent thereto he had worked as a machine operator in the aforementioned city for Armson's Iron Works from August 20, 1959 to September 4, 1959, when he was laid off because of a shortage of work. In answer to the question in the application "Are you now carrying on any occupation or business?" he stated "No". The claim was allowed.

Following a spot check investigation made by an enforcement officer of the Commission and completed on February 15, 1960, the claimant reported to the local office on February 19, 1960 and made the following written statement:

I am a commissioned salesman for Alumatic, Tecumseh Road. I started this about October 59. I have not been earning any money as business is slow. I am capable and available to accept any full-time employment and have been looking for a regular job. Voluntary statement.

The following questionnaire was addressed to Alumatic of Canada Limited by the local office of the Commission on February 22, 1960, and was completed by the company on February 25, 1960:

Q. On what date was he first employed by you?

A. Date of application—August 4, 1959.

Q. Did his contract start on this same date? If not, on what date?

A. No contract.

Q. What hours per day and days per week is he required to work?

A. Time is his own.

Q. Is he allowed to set his own hours of work?

A. Yes.

Q. Does he receive a salary plus commission? If not, does he receive commission only?

A. Commission only.

Q. What were his earnings for October, November, December and January?

A. Oct/ 59	\$188.22
Nov	67.64
Dec	97.34
Jan/60	42.50

\$395.70

Q. Is he allowed to accept other employment while under contract to you?

A. Yes.

On the evidence before him, the insurance officer notified the claimant, by letter, on March 1, 1960, that he was disqualified from receipt of benefit retroactively to September 6, 1959, on the ground that in view of his occupation as a commission salesman, he was deemed not to be unemployed (sections 54 (1) and 57 (1) of the Act and Regulation 154 (1) (b)). This disqualification created an overpayment in the amount of \$660.00 plus \$30.00 overcredit to the waiting period.

The claimant appealed to a board of referees on the grounds that his earnings as a salesman were not sufficient to live on, that he had spent many days looking for work, that he had been referred to a job by the local office but had heard nothing more about it and that he had always been available for work.

On March 9, 1960, the employer wrote to the local office as follows:

In reply to your letter of March 8, 1960, regarding earnings by (the claimant), we list below commissions credited to his account from October 1, 1959, to March 3, 1960. We feel you would prefer us to give you this listing, as (the claimant's) time is his own and we really don't know when he is working on our behalf.

Oct. 1	30.87
Oct. 1	17.50
Oct. 22	9.00
Oct. 22	29.20
Oct. 22	2.50
Oct. 29	71.00
Oct. 29	19.90
Oct. 29	13.25
Nov. 5	32.00
Nov. 5	5.20
Nov. 5	5.00
Nov. 5	1.08
Nov. 5	21.82
Nov. 5	2.57
Nov. 19	2.53
Nov. 26	10.00
Dec. 3	27.00
Dec. 3	29.00
Dec. 10	9.01
Dec. 21	23.00
Dec. 28	16.90
Dec. 29	7.57

Jan. 7/60	10.00
Jan. 14	30.00
Jan. 14	2.50
Feb. 11	16.00
Feb. 25	2.50
Feb. 25	12.00
March 3	30.00

On March 14, 1960, the claimant was interviewed by the enforcement officer and made the following statement:

I commenced as a commission salesman for Alumatic of Canada around the 1st week of October 59. I was not continuously on full time selling and after I deducted my expenses, my earnings were below the \$13.00 or \$15.00 allowed me and I did not think this was necessary to be shown in my forms. I made enquiries regarding my employment as a commission salesman and was informed that I should tell the U.I.C. of my employment and I did on 19 February 60. I was unaware that I would be considered employed, as I was looking for employment while in the selling job and also did not think it necessary to show earnings as after expenses, they were below my allowable.

On March 22, 1960, the employer addressed the following letter to the local office:

This will certify that (the claimant) has drawn a total of \$672.50 against his commissions from September 25, 1959, to March 11, 1960, and at present owes Alumatic of Canada Limited, \$245.30.

The insurance officer notified the claimant, by letter, on April 7, 1960, that an additional disqualification had been imposed on him in the amount of \$180.00 for having incorrectly declared that he was unemployed for the weeks commencing September 6, 1959, and subsequently, said sum to be deducted from the weekly benefits which would otherwise be payable to him on and after February 14, 1960 (section 65 of the Act). In the same letter, the insurance officer informed the claimant that both disqualifications would be considered by the board of referees when dealing with his appeal.

The claimant was present at the hearing of his case by the board of referees in Windsor, on April 27, 1960. The board, by a unanimous decision, maintained the disqualification which had been imposed under sections 54 (1) and 57 (1) of the Act and Regulations 154 (1) (b) but removed the one which had been imposed under section 65 of the Act. The board's decision reads in part:

...The claimant was present, and heard at length due to the importance of his appeal. He stated that he had been steadily employed at Motor Products Company for 18½ years until July 19, 1959, and therefore, his previous experience with the Unemployment Insurance Commission was extremely limited. He stated that his application for work at Alumatic Company in early August 1959, was for a job as an assistant foreman, consistent with his

training in factory work, and not for the selling position which he later obtained. He did not get hired by Alumatic as per his application, and went to work for Armson Iron Works. Lost this employment due to shortage of work. Returned to Alumatic and explained his need for work, and this brought about the offer of selling for them on a commission basis. After getting started on this work, claimant stated he telephoned the local office to ascertain what amount of earnings he would be entitled to receive without reporting same. He was told, according to his statement, \$13. or \$15. per week. As his average earnings were not more than the figures mentioned, allowing for expenses, he felt he was on sound ground. However, a spot check by the District Investigator developed an investigation resulting in his non-entitlement to benefits, which had been paid him since his application of September 6, 1959. He was then informed that he had been overpaid \$660. in benefits and \$30. for the waiting period was also charged against him, making a total of \$690. Later a punitive disqualification under section 65 of \$180. was imposed. In addition, he has been overpaid \$245.30 by the Alumatic Company. Thus, he finds himself in serious financial difficulties of \$690. and \$180. for which he does not feel responsible. His reasons for this are that he was not restricted by the Alumatic Company to do other work, and he has been steadily seeking permanent employment because his income, both from Unemployment Insurance and his selling job, was not sufficient to maintain his household.

CONCLUSION:

As may be expected, the claimant is very much disturbed in view of the large indebtedness which he has created without realizing that it was taking place. This is the part of the debts which are now assessed against him by the Commission. The claimant's record of long time service with Motor Products, shows that he is a reliable and consistent worker, and his job was only terminated due to the fact that the Company's business wound up. He is a man of excellent character, and the Board recognizes that he would not be one to defraud the Commission. The trouble he has got into is due to his ignorance of the requirements of the Act, and also his failing to investigate his situation with the Commission more thoroughly at an earlier date. While the Board sympathizes with the claimant, in his present unfortunate financial difficulty, there apparently is nothing the Board can do to effect any relief for him. The present regulation, that is 154 (1) (b), is more restrictive than the former 158, which provided an opportunity for relief from disqualification under circumstances similar to those which prevail in this case. From what has been stated, it is evident that the Board must give its approval to the amount of \$690. which has been set up as owing the Commission, but it does not approve of the \$180. punitive disqualification under section 65 of the Act. The Board does not feel that the claimant had any intent to defraud the Commission by accepting unemployment benefits during the period covered by his selling activities. Therefore, the Board recommends that this disqualification be cancelled...

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire and pleaded that his misdeemeanour be considered an honest error

due mainly to his ignorance of the Unemployment Insurance Regulations. He pointed out the great hardship he and his family would have to suffer if he were required to repay the large overpayment of benefit even to the extent of "possibly the loss of my home."

Considerations and Conclusions: The claimant's allegation that he was not aware he had to notify the local office of his employment as a salesman and of his earnings carries little weight as a valid excuse for his omission to do so. I find it hard to understand how a person of the claimant's intelligence could have shown so little interest in his obligations under the Act by failing to read the clear and precise instructions contained in the booklet of information for claimants that was issued to him on the date he filed his claim, particularly those explaining how to fill in a claimant's weekly report. The claimant's other allegation that he did communicate with the local office by telephone for information in that connection does not, in my view, count in his favour, as it seems to me that telephoning was a somewhat unusual method to resort to, especially as the claimant had to and, I presume, did report regularly to the local office in person each week or so.

In view of the foregoing and as, on the other hand, the claimant was engaged in employment in which he was in the position of controlling his working hours (subsection (1) (b) of Regulation 154) and as, on the other hand, he has failed to prove that the amount of time that he devoted to selling the products of the Alumatic of Canada Limited was not such as to make that employment so minor in extent that a person would not, under the circumstances, normally have followed it as a principal means of livelihood (subsection (2) of the same Regulation), I consider that the claimant has failed to prove that he was unemployed during the weeks in question in the present appeal (section 54 (1) of the Act). The amount of the claimant's earnings during the period in question is not an essential factor in deciding the issue in the present case, because that in itself does not indicate the amount of time which the claimant devoted to that employment.

In view of the claimant's regrettable but inexcusable omission to report his employment and his earnings, his unsubstantiated statement that he was available for other employment and had actually looked for other work cannot be accepted as sufficient to satisfy the proof required under subsection (2) of Regulation 154.

For the above reasons, I decide to maintain the unanimous decision of the board

of referees and to dismiss the claimant's appeal.

Taking into consideration the claimant's remarks in his appeal to me explaining the hardship that would result by his having to repay the amount of the overpayment, I would recommend that the Commission investigate whether this case is one which would properly come under section 175 (1) (g) (ii)* of the Regulations.

Decision CUB-1760, August 8, 1960

The only question to be decided in the present appeal is whether the claimant has, without good cause, failed to accept the situation that was offered to her on September 10, 1959 (Section 59 of the Act). The main facts in the case are as follows:

The claimant, a married woman, 40 years of age, made an initial application for benefit on April 16, 1959, and registered for employment as a sewing-machine operator. She stated in the application that she had worked as such for Starr-Hollywood Limited, manufacturers of boys' pants, in Toronto, Ont., from 1949 to March 4, 1959, when she left voluntarily for the following reason:

Left vol. Pregnant—Baby born 5 March 59—unemployed from 4 March 59—Available for work. Husband will look after baby when I get work. Waiting to be called back to same firm, not busy now. Also husband works at Post Office—night shift.

Her rate of pay at the time of leaving was given as \$65.00 a week. The claim was allowed.

On May 6, 1959, she declined an offer of suitable employment on the ground that she would work only for her last employer.

The insurance officer disqualified her for an indefinite period, being of the opinion that the claimant, by reason of the said restriction, was not available for work. He also disqualified her for a period of six weeks for refusing to apply for the employment (sections 54 (2) (a) and 59 (1) (a) of the Act). Subsequently, upon receipt of additional information, both disqualifications were terminated.

On June 17, 1959, she failed to accept another offer of suitable employment and was disqualified by the insurance officer to July 25, 1959. She appealed to a board of referees, which upheld the insurance officer's decision.

On September 3, 1959, the claimant became employed as a sewing-machine operator with a manufacturing company in

*Where an authorized officer of the Commission, pursuant to subsection (1), declares that sums paid by way of benefit while a claimant was not entitled thereto and owing by that claimant are no longer due and owing to the Fund, such sums shall be deemed to be written off.

Toronto but was released on the same day as unsuitable.

On September 10, 1959, the local office referred the claimant to continuing employment with Hamilton-Carhart, manufacturer of men's wear, Toronto, as a sewing-machine operator (pants), the wages being based on "piece work (over \$50.000 per week)" which was the reported prevailing rate in the district for that type of work. The hours of work were eight a day and 40 a week (day work). The travelling time by bus from her home to the place of employment was reported to be 35-40 minutes. The claimant did not accept the employment for the following reason: "I want a job. I will not work for \$26.00 a week after 10 years' experience on a job and after I earned \$65.00 a week."

In connection with the claimant's non-acceptance of the employment, the local office commented:

With regard to applicant's statement of 10 years' experience, (the claimant) was referred to several vacancies and the employers stated that applicant did not earn 50c. an hour despite the urging to do better. We do not know where applicant got \$26.00 a week as the basic rate is \$28.00 a week for a maximum of six weeks, but a worker can go on piece work as soon as she produces over the basic rate, which at times happened the next day.

(The claimant) has several times mentioned that she can only work to 4 o'clock because her husband has to leave home.

With regard to the interview, the forelady stated applicant did not come at 8 a.m. to start to work, she came at 11 a.m., showed her a pay envelope but not number of hours worked (time and one half for overtime?) and stated she will think it over, and if she decides she will come in Monday, but of course did not go to work.

The sportswear union advises (the claimant) at no time approached them for work. Hamilton-Carhart is a union shop.

In a letter to the local office dated September 18, 1959, the claimant commented on the various jobs to which she had been referred by the local office and on the unsatisfactory wages offered. She added that while the jobs had to do with the making of garments, the work was of a kind in which she had no experience. She stated also that she expected to be called back to her former employment as soon as the firm became busy again and that in the meantime she was searching for a suitable job.

The insurance officer disqualified the claimant from receipt of benefit for the period from September 6, 1959 to October 17, 1959, inclusive, because in his opinion she had, without good cause, failed to accept a situation in suitable employment (section 59 (1) (a) of the Act).

The claimant appealed to a board of referees, before which she and her solicitor

appeared, and gave evidence at the hearing of the case in Toronto on October 28, 1959. The board, by a majority decision, dismissed the appeal and maintained the disqualification that had been imposed by the insurance officer, on the ground that as the claimant had been unemployed for such a lengthy period of time, she should have given the employment a trial, which was in a union shop and at the basic rate of pay for the particular type of work, viz., 70 cents an hour. The board stated that the plant superintendent, upon being communicated with by telephone, explained that if employees earned below 70 cents an hour their pay was made up to equal this rate.

The dissenting member of the board of referees stated:

\$28.00 per week is not the union rate of wages and it has been known that, where there is a union agreement in the plant, no member of a union can work for less than the union rate. Otherwise they jeopardize their position as a union member.

It is my opinion that this case should have been adjourned until we hear a union representative and get more facts on what the union rate is.

The claimant appealed to the Umpire on November 13, 1959, and stated:

I was misinformed by the forelady at Hamilton-Carhart regarding the rate of pay. If it was explained to me that the 70c. in question was a basic rate as stated in the Board of Referees conclusion and not the prevailing rate, then I would have never hesitated to commence working. I am quite sure that I could have made double that amount, also, taking into consideration that Hamilton Carhart is a Union Shop. In all sincerity, I still feel justified in not accepting 70c. per hour considering that I am an experienced operator and at present I am back in the employ of Starr-Hollywood, my original employers and I am earning \$1.50 per hour.

In a statement dated November 16, 1959, the claimant indicated that she commenced working again for Starr-Hollywood as a sewing-machine operator on November 9, 1959, and that from this date to November 13, 1959, her earnings were \$43.76 based on piece work. She further stated that on November 13:

I complained about having my machine moved on Friday morning. I was working in the middle till then—but Friday morning I was moved to a draughty spot and when I complained I was told to go. My doctor had advised me not to work in a draught.

The placement officer in a report dated December 3, 1959, stated:

I explained to (the claimant) personally the basic rate of 70c. an hour, the C.L. Bonus, the Union, the distance, the piece work earnings of workers in the plant, the type of plant lunch room, etc....

P.S. Every referral given an applicant is accompanied by verbal information regarding conditions of work, rates, distance, etc.

In further memoranda dated February 24 and March 4, 1960, the placement officer stated that she explained to the claimant at the time of the offer of employment that Hamilton-Carhart was a union shop, that the basic rate of 70 cents an hour was for a maximum of six weeks, that potential earnings were \$50 a week and that "At no time, neither during the interview to which (the claimant) refers, nor on any other occasion did (the claimant) sign a blank sheet of paper, which was filled out after she had left the office".

The claimant's letters dated January 30, March 26 and 28, 1960, which are included in the file, refer to the interviews she had with the placement officer mentioned above and the jobs she had been directed to by that officer. She also requested an oral hearing before the Umpire, which was held in Toronto on July 6, 1960. Those who attended were the claimant and F. G. Power, the latter representing the Unemployment Insurance Commission.

Considerations and Conclusions: During the hearing of her case on July 6, 1960,

the claimant repeated one of the statements contained in her appeal to me, namely that if the forelady at the Hamilton-Carhart Company had explained to her that the 70¢ an hour was the basic rate of pay and not the prevailing rate, she would have accepted the job. Upon asking her whether she had inquired from the forelady about this matter, she replied in the negative.

It seems strange to me that a person of the claimant's experience in the labour field would not have requested information on all the essential conditions of the employment, if she had been serious about accepting the job. Consequently, I cannot consider the claimant's contention that she was not given the proper information by the placement officer at the local office, or by the forelady at the Hamilton-Carhart Company, as a valid excuse for refusing to accept the employment, especially as the record shows that it was suitable within the meaning of section 59 of the Act.

For the above reasons, I decide to maintain the disqualification and to dismiss the claimant's appeal.

Railway Board of Adjustment *(Continued from page 1048)*

It had always been its prerogative, the company contended, to operate in and out of a terminal in turn-around service, whether with assigned or unassigned crews. It added that there is no provision in the Atlantic and Eastern Regions' Agreement that a trip automatically ends on arrival at a terminal.

The contention of the employees was sustained in that it is not proper to establish runs in turn-around service between terminals where the distance is 100 miles or more in each direction.

Case No. 740—Dispute between Canadian National Railways (Central Region) and Brotherhood of Locomotive Engineers over the method of assigning locomotive engineers to freight service when terminals changed.

Until February 14, 1960, two engineers whose home terminal was Belleville, Ont., were regularly assigned to man freight trains on the run between Belleville and Mimico. Pool engineers whose home terminal was also Belleville manned the same trains between Belleville and Brockville.

Effective February 14, 1960, the runs were re-allocated. Three engineers whose home terminal was Belleville were regularly assigned to run between Mimico and Brockville, straight through Belleville with no change of crew.

The Brotherhood of Locomotive Engineers protested that this change was con-

trary to the intent and understanding of the agreed "Statement of Work Belonging to Engineers Assigned to Belleville." Running of engineers through Belleville meant that Belleville engineers were tied up at either Brockville or Mimico instead of at their home terminal, which had been the change-off point for more than 50 years, the union complained.

The union quoted two articles of the agreement concerning time allowance for both incoming and outgoing engineers on locomotives that were operating through terminals.

The company contended that it had the right to establish regular assignments consistent with the requirements of the service and within the framework of the schedule agreement. It also contended that there was no reference stated or implied in any rule or agreement that debarred the company from abolishing, establishing or changing assignments consistent with the requirements of the service.

The company pointed to an article of the contract that states that if certain changes in assignments are made, including the change of the home terminal between changes of timetable, engineers affected may choose another assignment at their home terminal when the change is made.

The contention of the employees was not sustained.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during August

Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 242 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 212 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Agriculture	1	\$112,965.00
Defence Production	97	391,550.00
Post Office	9	225,049.86
RCMP	2	1,342.50

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during August

During August the sum of \$24,663.31 was collected from 15 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 724 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during August

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Atomic Energy of Canada Limited

Chalk River Ont: Dibblee Construction Co Ltd, asphalt paving at plant site.

Central Mortgage and Housing Corporation

Chatham N B: Eastern Landscape Co Ltd, *landscaping repairs. *Gagetown N B:* L P Cogswell, seed treatment in Neighbourhood 4 (Job 67/54). *Montreal Que:* Beaver Asphalt Paving Co Ltd, asphalt paving & sodding, Benny Farm; Beaver Asphalt Paving Co Ltd, *asphalt paving & sodding, Villeray Terrace. *Waterloo Ont:* Imperial Paving Co Ltd, *reconstruction of parking areas in HECL Project. *Windsor Ont:* John Papp, exterior painting of 301 housing units, Project 12/46. *Portage la Prairie Man:* H G Hay Decorating Co, *exterior painting of houses. *Fort Qu'Appelle Sask:* Bliss Bros, *supply of additional material to complete flood control. *Leduc Alta:* Henry Rosenfeld, *exterior painting of houses.

Department of Citizenship and Immigration

Bersimis Indian Agency Que: Georges Deschenes, additions & alterations to Bersimis Indian day school. *Caughnawaga Indian Agency Que:* Ruscito Demolition Reg'd, demolition of bldgs, Caughnawaga Indian day school. *Pointe Bleue Indian Agency Que:* Potvin & Bouchard Inc, construction of storage facilities, etc, Pointe Bleue IRS. *St Regis Indian Agency Que:* R Bourbannais, repairs & alterations to staff residence, St Regis Village. *Seven Islands Indian Agency Que:* Georges Vigneault, exterior & interior painting, Seven Islands IRS. *The Pas Indian Agency Man:* Macaw & MacDonald Ltd, installation of water supply system, Guy residential school. *Blackfoot Indian Agency Alta:* Lundmark Construction Ltd, alterations & repairs, Crowfoot IRS; Burns & Dutton Concrete & Construction Co Ltd, general repairs, Old Sun IRS. *Blood Indian Agency Alta:* Roy Construction, replacement of concrete basement floors, plumbing pipes & miscellaneous work, St Mary's Blood (RC) IRS. *Fort Vermilion Indian Agency Alta:* Martin Overguard, construction of dam, Assumption IRS. *Hobbema Indian Agency Alta:* R B Construction Ltd, construction of prefabricated two-classroom Indian day school, Sampson Reserve. *Lesser Slave Lake Indian Agency Alta:* R Cunningham Construction, construction of outdoor privies, Sturgeon Lake Indian Reserve. *Stony Sarcee Indian Agency Alta:* Muttart Homes (Edmonton) Ltd, construction of prefabricated staff residence at Eden Valley day school, Eden Valley Reserve. *Fort St John Indian Agency B C:* Ralph Meachem, construction of two Indian houses, East Moberly Lake Indian Reserve, Giebelhaus Building Supplies Ltd, construction of two welfare houses, Fort Nelson Indian Reserve. *New Westminster Indian Agency B C:* J G Bakker, construction of seven houses, Chehalis, Tzeachten, Seabird Island, Soowahlie, Langley, Sumas, Skawchlook Reserves.

Defence Construction (1951) Limited

Greenwood N S: Delphis Cote Ltd, replacement of roof deck, built-up roofing & metal flashing, cantilever hangar No H-10, RCAF Station. *Halifax N S:* Tasco Sheet Metal & Roofing Co Ltd, reroofing of Bldg S-24, HMCS *Stadacona*. *Moncton N B:* Bernard Gagne Co Ltd, construction of water supply system, HMCS *Coverdale*; Horton Steel Works Ltd, supply & erection of steel water storage tank, HMCS *Coverdale*. *Longueuil Que:* Canadian Pratt & Whitney Aircraft Co Ltd, re-roofing of engine shop leanto of Bldg No 1, Crown-owned plant. *Ville La Salle Que:* Peacock Bros Ltd, repairs to runway & crane & plant alterations, Naval Engineering Test Establishment. *Camp Borden Ont:* A Stroud Ltd, additions & alterations to heating systems in various bldgs. *Shirley Bay (Ottawa) Ont:* Canadian Comstock Co Ltd, installation of underground electrical services & extension of steam distribution system. *Namao Alta:* Wirtanen Electric Co Ltd, relocation of fire protection system, RCAF Station.

Building and Maintenance

Aldershot N S: Fred T Cleveland, exterior painting of 26 bldgs. *Camp Gagetown N B:* PCO Services Ltd, brush control (ground spray), various areas; Wheeler Airlines (1960) Ltd, brush control (air spray), training areas. *Bagotville Que:* J J Riverin Ltee, repairs to runway, RCAF Station. *St Hubert Que:* Planned Renovators Ltd, exterior painting of 98 PMQs, RCAF Station. *Downsview Ont:* Warren Bituminous Paving Co Ltd, reconstruction of section of Sheppard Ave, RCAF Station. *Kingston Ont:* Leslie Stratford Cut Stone & Construction Co Ltd, alterations & additions to bldg 20, RMC. *Trenton Ont:* John Ter Haar, exterior painting of 160 PMQs, RCAF Station; Miron Lassing & Assoc Ltd, addition to supply bldg, RCAF Station. *Uplands Ont:* Art Gaudreau Ltd & Rene Robitaille, exterior painting of 218 PMQs, RCAF Station. *Cold Lake Alta:* Conniston Construction Co Ltd, grading, seeding, sodding & reshaping, RCAF Station.

Department of Defence Production

Goose Bay Labrador: Henry J Kaiser Co (Canada) Ltd, renovations & improvements to portion of bldg No 8 utilized as station dairy, RCAF Station. *Toronto Nfld:* Clem Tremblett, interior painting of Barrack Block No 43 with fire retardant paint, RCAF Station. *Summerside P E I:* Maritime Asphalt Products Ltd, laying of hardwood floor in Bldg 16 (Drill Hall), RCAF Station; Maritime Asphalt Products Ltd, re-roofing of five station bldgs, RCAF Station; Forbes & Sloat Ltd, replacement of hangar floor & aprons in four hangars, RCAF Station. *Greenwood N S:* Municipal Spraying & Contracting Ltd, asphaltting old concrete button No 31, RCAF Station. *Halifax N S:* Construction Equipment Co Ltd, repairs to crane, Jetty No 1, HMC Dockyard. *Sydney N S:* Campbell & McIssac, cribwork replacement at 40 Ton Marine Railway, Point Edward Naval Base. *Chatham N B:* Byron H MacDonald, interior decorating of barrack blocks, RCAF Station. *St Margaret's N B:* Wm J Kerr Ltd, excavating, backfilling, grading, paving, etc, for parking lots, entrances & walks, RCAF Station. *Quebec Que:* Pavage Metropolitan Inc, grading & paving of roadway & parking area, Grand Allee Armoury. *St Hubert Que:* Bucci Flooring Co, supply & installation of vinyl asbestos tiles, RCAF Station; Dominion Steel & Coal Corp Ltd, construction of chain link fence, RCAF Station; Planned Renovators Ltd, interior repainting of Hangar No 8, RCAF Station. *St Johns Que:* Richelieu Paving Ltd, installation of reinforced concrete retaining walls at culvert ends, RCAF Station; J Albert Morin, replacement of built-up roof, RCAF Station. *Camp Borden Ont:* Walker Painting & Decorating Co Ltd, interior painting of bldgs A-74 & A-75, RCAF Station. *Cobourg Ont:* Wm Kuypers, repairs to foundation walls, waterproofing masonry walls & repainting of trim flashing, No 26 COD. *Downsview Ont:* Weatherproofing Ltd, replacement of pipe sleeves in inlet entrances to manholes, RCAF Station. *Hagersville Ont:* Black Top Paving Co, repairing asphalt roads & parking areas, Military Camp. *Kenora Ont:* Acme Heating Co Ltd, conversion of heating units & hot water units from coal fired units to natural gas, Armouries. *Kingston Ont:* Roelofson Elevator Co, supply & installation of replacement dumb waiter, Officers' Mess kitchen, "C" Block, Fort Frontenac; Kingston Painting & Decorating Service, repairing plaster & repainting of seven bldgs, RMC. *London Ont:* Burnley Contracting Co Ltd, painting interior & exterior of various bldgs, No 27 COD & 204 Base Workshop (RCME), Highbury Ave. *Orleans Que:* Wm D'Aoust Construction Ltd, repair of roads, ADE "A" Section, Proving Grounds. *Camp Petawawa Ont:* Edward Biederman, interior repainting of 25 PMQs. *Uplands Ont:* H J McFarland Construction Co Ltd, construction of parking lot, RCAF Station. *Fort Churchill Man:* Nationwide Food Service Ltd, catering. *Shilo Man:* Crane Bros, exterior

painting of 24 bldgs at Military Camp. *Winnipeg Man*: Furnasman Ltd, supply & installation of metal eavestroughing, downspouts, etc, on PMQs, RCAF Station. *Moose Jaw Sask*: Atcher Service Plumbing & Heating Ltd, installation of combined gas-oil burner in each low pressure steam boiler in Armoury. *North Battleford Sask*: A E Robertson & Co Ltd, installation of terrazzo floor in Drill Hall & front entrance hallway of Armoury. *Regina Sask*: Staseson Decorating Co Ltd, interior painting of DND central heating plant, Winnipeg St & 6th Ave; N B Roantree Co Ltd, installation of combined gas-oil burner in low pressure steam boilers, Armoury. *Calgary Alta*: Nick Corradette, construction of two concrete block troop shelters, Camp Sarcee. *Belmont Park B C*: Byron T Leigh, supply & installation of weatherstripping, PMQs. *Boundary Bay B C*: Continental Painters & Decorators, exterior painting, Vancouver Wireless Station. *Vancouver B C*: Marine Roofing & Sheet Metal Co Ltd, roofing bldg No 3, Lynn Creek. *Vedder Crossing B C*: Scotland & Adamson, surface treatment & patching of asphalt roads.

Department of Fisheries

McTeghan River N S: A F Theriault & Son Ltd, *construction of wooden patrol vessel for service in Nfld.

Department of Justice

Joyceville Ont: Ball Bros Ltd, construction of staff house, Joyceville Institution.

National Harbours Board

Vancouver B C: British Columbia Bridge & Dredging Co Ltd, reclamation of waterlot fronting wet meadows—Mission No 1, Indian Reserve.

Department of Northern Affairs and National Resources

Great Whale River Que: Argon Welding Industries Ltd, supply & erection of POL storage tank. *London Ont*: Moore Air Equipment Ltd, supply & assembling of fish reduction plant for use in Mackenzie District, NWT. *Churchill Man*: Sabanski Construction Ltd, supply & spreading of fill. *Prince Albert National Park Sask*: Patrick Construction Co Ltd, installation of limited winter water system & improvements to existing water system. *Wood Buffalo Park Alta*: Vernon E Sandy Contractors Ltd, clearing, burning & grubbing on Pine Lake, Peace Point Road.

Department of Public Works

Lewisporte Nfld: Universal Constructors & Engineers Ltd, construction of railway wharf & shed. *St Phillips Nfld*: Babb Construction Ltd, breakwater—wharf repairs. *Beach Point P E I*: Morrison & McRae Ltd, construction of concrete surface on landing & wharf. *Summerside P E I*: M F Schurman Co Ltd, construction of RCMP detachment quarters. *Cape Breton Highlands National Park N S*: Tidewater Construction Co Ltd, paving Mile 15 to 21 & Mile 22.5 to 33.5, Cabot Trail. *East Port Le Hebert N S*: Mosher & Rawding Ltd, ice pier repairs. *Halifax N S*: Cambrian Construction Ltd, alterations & additions to federal bldg. *Little Harbour (L'Ardoise) N S*: Stanley Reid, breakwater repairs. *Osbourne N S*: Shelburne Contracting Ltd, wharf repairs. *Sydney N S*: Universal Constructors & Engineers Ltd, improvements to wharf. *Cocagne Church N B*: Leo LeBlanc, wharf repairs. *Richibucto Cape N B*: Leo LeBlanc, demolition of breakwater. *Baie St Paul Que*: Romeo Harvey, construction of protection wall. *Bonaventure Que*: Eugene Beaulieu, wharf repairs. *Bonaventure East (Cullen's Brook) Que*: J P Boileau, construction of protection works. *Grand Metis Que*: Joseph H Fortin, wharf repairs. *La Tabatiere Que*: Landry Construction Inc, shed extension. *Lauzon Que*: Concrete Repairs & Waterproofing Co Ltd, repairs to guide piers (Champlain Dry Dock). *Matane Que*: McMullen & Gagnon Inc, wharf repairs. *Matapedia Que*: J P Boileau, construction of concrete wall. *Montreal Que*: Noma Construction Co Ltd, alterations & installation of electronic mail sorters, Postal Terminal. *Natashquan Que*: Les Entreprises Gaspé Inc, wharf repairs. *Newport (Riviere des Ilots) Que*: Chandler Construction Ltd, wharf repairs. *Petite Riviere au Renard Que*: Eloie Boulay, reconstruction of wall. *Portneuf Que*: Lucien Gauthier, construction of retaining wall. *Riviere au Tonnerre Que*: Manik Construction Co Ltd, wharf repairs. *St Andre de Kamouraska Que*: Leo Gendron, wharf repairs. *Ste Anne des Monts Que*: Les Entreprises BCD Ltee, wharf improvements. *St Charles sur Richelieu Que*: Entreprises Paul Brodeur Ltee, construction of retaining wall. *St Michel des Saints Que*: P E Martel,

construction of tourist wharf. *Ste Petronille Que*: Hermenegilde Emond, construction of protection wall. *Arnprior Ont*: M J Sulphur & Son Ltd, repair & re-roofing of various bldgs, Civil Defence College. *London Ont*: Ellis-Don Ltd, construction of Postal Terminal bldg. *Moose Factory Ont*: Pulsifer Construction Ltd, construction of one double residence & one detached 4-bedroom house. *Morrisburg Ont*: Keene Construction Co Ltd, wharf construction. *Ottawa Ont*: Landino Zuccarini, alterations to Engineering Research Laboratories, CEF; Ottawa Mechanical Services Ltd, alterations to cold water mains, Rideau Hall; J R Statham Construction Ltd, general alterations & related work in certain areas throughout West Block, Parliament Hill; L Beaudoin Construction Ltd, general repairs to copper clad roof surfaces, Langevin Block, Wellington St; Shore & Horwitz Construction Co Ltd, construction of total body monitor wing for radiation protection bldg, Department of National Health & Welfare; Thos P Crawford, general repairs to roof surfaces, Centre Block, Parliament Hill; Shore & Horwitz Construction Co Ltd, alterations to certain areas of Garland Bldg, Queen St; J G Bisson Construction & Engineering Ltee, alterations to Hunter Bldg; Sanco Ltd, cleaning interior of Insurance Bldg, Riverside Drive. *Pelee Island Ont*: Reiger Bros Construction Ltd, construction of steel sheet piling protection at west end of wharf. *Fort Prince of Wales (Churchill) Man*: Lacey Construction Ltd, excavation of channel. *Regina Sask*: Smith Bros & Wilson Ltd, repairs to stone work, new Post Office bldg. *St Phillips Sask*: Matheson Bros Ltd, construction of six classroom school, Pelly Agency. *Banff National Park Alta*: General Construction Co (Alberta) Ltd, reconstruction of Banff Ave, Banff Townsite; W & G Grant Construction Co Ltd, grading, culverts, sub-base & base course, Mile 67.7 to Mile 74 & Nigel Creek Bridge, Mile 68.8, Banff-Jasper Highway. *Calgary Alta*: H N McKay & Co Ltd, alterations to fourth floor of Northern Electric bldg for Department of Agriculture. *Hobbema Indian Agency Alta*: R B Construction Ltd, construction of three bedroom staff unit for Department of Citizenship and Immigration, Samson Reserve. *Magrath Alta*: R Osterberg, construction of Post Office bldg. *Bonson Road B C*: The Fraser River Pile Driving Co Ltd, wharf & float renewal. *Duncan B C*: Cowichan Construction Ltd, alterations to old federal bldg. *Gibson's Landing B C*: Evans, Colman & Evans Ltd, breakwater improvements. *Port Hardy & Sointula B C*: D C D Pile Driving, wharf repairs. *Vancouver B C*: Coronation Construction Co Ltd, alterations to federal bldg; Allan & Viner Construction Ltd, alterations to RCMP Fairmont Barracks. *Fort Providence to Frank Channel N W T*: Dales Construction Co Ltd, gravel surfacing. Development Road. *Fort Smith N W T*: St Laurent Construction Ltd, construction of houses & RCMP hangar alterations. *Inuvik N W T*: Poole Construction Co Ltd, construction of federal housing & maintenance workshop & installation of sprinklers for heated warehouse. *Whitehorse Y T*: Dawson & Hall Ltd, ground water control for Indian residential hostels.

Contracts Containing the General Fair Wage Clause

St Lawrence Nfld: The J P Porter Co Ltd, dredging. *McAdam N B*: John L Simms & Sons Ltd, roof repairs, federal bldg. *Saint John N B*: Frank E Wedmore, alterations to Customs Bldg. *Amos Que*: La Societe D'Entreprise General Ltd, installation of additional lock boxes, federal bldg. *La Tuque Que*: Sylvio Beland, dredging. *Lorrainville Que*: Joliette & Mercier, construction of fence, federal bldg. *St Emile de Montcalm Que*: Provost Construction Ltee, dredging, Lac des Iles. *St Felicien Que*: Dufour & Dufour, alterations to federal bldg. *Hamilton Ont*: Hamilton Boiler Works, heating repairs, federal bldg. *Kincardine Ont*: Kenneth Petrie, heating repairs, federal bldg. *London Ont*: Toten Construction Co, alterations to federal bldg. *Ottawa Ont*: Aerodyne Ltd, installation of air-conditioning system in Blackburn Bldg; Louis G Fortin, supply & installation of partitions in Geological Bldg; R A Bingham & Sons, general repairs, 556 Booth St; Louis G Fortin, electrical repairs, 555 Booth St; The B Phillips Co Ltd, exterior repairs, 555 Booth St; Century Bldg Service, construction of platforms, Veterans' Memorial Bldg; R R Construction, construction of canopy, Veterans' Memorial Bldg; Canadian Refractories Construction Ltd, modification of heating boilers, Jackson Bldg; Leo Lariviere, supply & installation of partitions, Jackson Bldg; L Beaudoin Construction Ltd, general alterations to 35 George St; Overhead Door Co of Ottawa Ltd, supply & installation of overhead doors, Tunneys' Park garage; Thompson Bros, supply & installation of air conditioners, Archives record storage; A P Green Firebrick Co Ltd, boiler repairs, Central Heating Plant, Cliff St; R A Bingham & Sons, general alterations to "B" Bldg, Cartier Square; Oak Construction Co Ltd, general alterations to No 2 Temporary Bldg; Lord & Burnham Co Ltd, repairs to greenhouses, CEF. *Peterborough Ont*: Selwyn Construction Co Ltd, installation of mail receiver, federal bldg. *Port Stanley Ont*: Ontario Marine & Dredging Ltd, dredging. *Rondeau (Erieau) Ont*: Dean Construction Co Ltd, dredging.

Elkhorn Man: Minnedosa Plumbing & Heating, heating repairs, federal bldg. *Winnipeg Man:* G F Thompson & Son, general alterations to Theatre bldg. *Regina Sask:* Poole Construction Co Ltd, stonework & repairs, federal bldg.

St. Lawrence Seaway Authority

St Catharines Ont: R H Barnsley, stone paving & landscaping, locks 1, 2, 3 & guard gate, Welland Canal, Western District.

Department of Transport

St John's Nfld: Nordbec Construction Inc, clearing, stumping & grubbing for combined Aeradio/Marine Station (Robin Hood Bay). *Moncton N B:* Ashfield Construction Co Ltd, installation of water mains & related work, Airport. *Forestville Que:* Dubuc Construction & Paving Ltd, surface treatment to existing runway & taxiway, Airport. *La Malbaie Que:* The Mitis Construction Co Ltd, construction of airport. *Perroquet Island Que:* Verreault Navigation Inc, construction of fog alarm & radio beacon bldg & demolition of existing fog alarm bldg. *Sherbrooke Que:* Eugene Marcoux Inc, construction of VHF Omni-range bldg & related work. *Armstrong Ont:* S E Oslund Construction Co Ltd, re-roofing the ex-RCAF hangar, Airport. *Kenora Ont:* Heath Construction Ltd, construction of three double staff dwellings, one single staff dwelling & related work. *Malton Ont:* The Dufferin Construction Co Ltd, construction of concrete taxiways & gravel roadways to new hangar area, Airport; Standard Paving & Materials Ltd, construction of runway, aircraft parking apron & related taxiways, Toronto Airport; E N Lanigan, relocation of remote transmitter site. *Ottawa Ont:* Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, installation of street & car park light, Airport. *Red Lake Ont:* Wm Shewchuk, additional development, Airport. *Timmins Ont:* Whelpton Electric Ltd, installation of low intensity lights to Runway 21. *Winnipeg Man:* Commonwealth Construction Co Ltd, improvements to streets & roads, Airport. *Davin Sask:* Bird Construction Co Ltd, construction of non-directional beacon bldg. *Regina Sask:* North West Electric Co Ltd, construction of concrete duct work, Air Terminal Bldg. *Barchane Alta:* McConnell Construction Co Ltd, construction of non-directional beacon bldg & related work for Edmonton related airports. *Edmonton Alta:* McCormick Electric Co Ltd, installation of airport lighting facilities, Airport. *Abbotsford B C:* Jos Tavender, flightway clearing, approach runway, 06. *Comox B C:* Hume & Rumble, installation of taxiway lighting facilities. *Vancouver B C:* Burns & Dutton Concrete & Construction Co Ltd, additional development, Airport.

Canada's gross national product, seasonally adjusted, declined by 1.5 per cent from the first to the second quarter of 1960, the Dominion Bureau of Statistics reported last month.

The decline, a mainly physical one as prices were substantially unchanged, is the first interruption in the upward course of the country's economy since the first quarter of 1957.

Main causes for the reversal were found in a decline (about 8 per cent seasonally adjusted) in exports of goods and services; reduced domestic demand created by lower spending on new housing, industrial plant and equipment; and a \$300 million contraction of business inventories.

In a broader perspective, value of gross national product for the first half of 1960 was 3.2 per cent higher than the same period in 1959, but with prices up 1.8 per cent, this reflects a physical volume increase of only 1.4 per cent.

Second quarter comparisons for 1959 and 1960 show value up 0.7 per cent and volume down 1.0 per cent. The first quarter comparisons were 6.0 per cent and 4.1 per cent respectively.

Labour income remained steady, with advances in the services sector offsetting declines in the major goods-producing industries, but personal income showed a fractional over-all reduction of 0.5 per cent.

PRICES AND THE COST OF LIVING

Consumer Price Index, September 1960

Canada's consumer price index (1949=100) rose to 128.4 at the beginning of September, 0.4 per cent above the August index of 127.9. Last year's September index was 127.1.*

The increase was largely seasonal. The food index showed the largest gain, of 1.3 per cent; the other four component indexes registered only fractional changes.

The food index, at 123.3, was 1.3 per cent above the August index of 121.7 and 0.7 per cent above the September 1959 index of 122.4. Egg prices increased by 15 per cent over the month to 65c. a dozen, about average for this month in previous years. Higher prices were also reported for fats, oranges, some beef cuts, bacon and canned salmon. Prices for most fresh fruits and vegetables moved lower; decreases for tomatoes, potatoes and apples were appreciable.

The shelter index rose 0.1 per cent from 144.0 to 144.2; both the rent and home-ownership components contributed to the increase.

The clothing index increased 0.2 per cent, from 110.3 to 110.5, as a result of scattered and minor price increases in men's wear as well as in some items of women's wear and footwear that moved up from sales levels of previous months.

The household operation index edged up 0.2 per cent from 123.1 to 123.3, reflecting price changes for furniture and floor coverings up from earlier sales levels, and price increases for coal and some utensils and household equipment. Most household supplies were somewhat lower but laundry rates were higher.

The other commodities and services index declined 0.1 per cent, from 137.7 to 137.6, as a result of seasonally lower prices on 1960 model cars, which more than counter-balanced price increases for tires, automobile repairs, lubrication and batteries. Lower prices occurred for brake relining and, with local price wars in several cities, gasoline prices also decreased.

Group indexes one year earlier (September 1959) were: food 122.4, shelter 142.0, clothing 109.8, household operation 123.1, and other commodities and services 135.2.

City Consumer Price Indexes, August 1960

Consumer price indexes (1949=100) rose in nine of the ten regional cities between July and August.† Increases ranged from 0.1 per cent in Ottawa to 0.6 per cent in Saskatoon-Regina, Edmonton-Calgary and Vancouver. The St. John's index declined 0.3 per cent.

Food indexes followed similar patterns to those shown in the total indexes: higher in all cities except St. John's. Increases ranged from 0.4 per cent in Halifax to 2.7 per cent in Vancouver. The St. John's food index declined 1.0 per cent.

Shelter indexes showed mixed results; three city indexes were higher, two lower and five unchanged. Clothing indexes were up fractionally in three cities, unchanged in four cities and down in the three remaining cities. Household operation indexes also showed mixed results: four city indexes declined, two were unchanged and four were at higher levels. Other commodities and services indexes decreased in three cities, increased in four cities and were unchanged in the remaining three regional cities.

Regional consumer price index point changes between July and August were as follows: Saskatoon-Regina +0.8 to 124.8; Vancouver +0.8 to 128.3; Edmonton-Calgary +0.7 to 124.3; Saint John +0.4 to 129.0; Winnipeg +0.4 to 125.8; Halifax +0.3 to 126.7; Montreal +0.3 to 127.5; Toronto +0.2 to 130.3; Ottawa +0.1 to 128.3; St. John's -0.4 to 116.1*.

Wholesale Price Index, August 1960

Canada's general wholesale price index (1935-39=100) in August stood at 230.2, down 0.9 per cent from 232.2 in July and 0.3 per cent from 231.0 in August last year. Six of the eight major group indexes declined from a month earlier, and the remaining two were unchanged.

Sharply lower prices for potatoes, combined with lesser decreases for grains, raw rubber, dried fruit, and onions were mainly responsible for a 1.8-per-cent drop in the vegetable products group index to 201.0 from 204.7. The wood products group index declined 1.6 per cent to 301.4 from 306.3, the textile products group index fell 0.7 per cent to 228.9 from 230.6, the non-ferrous

*See Table F-1 at back of book.

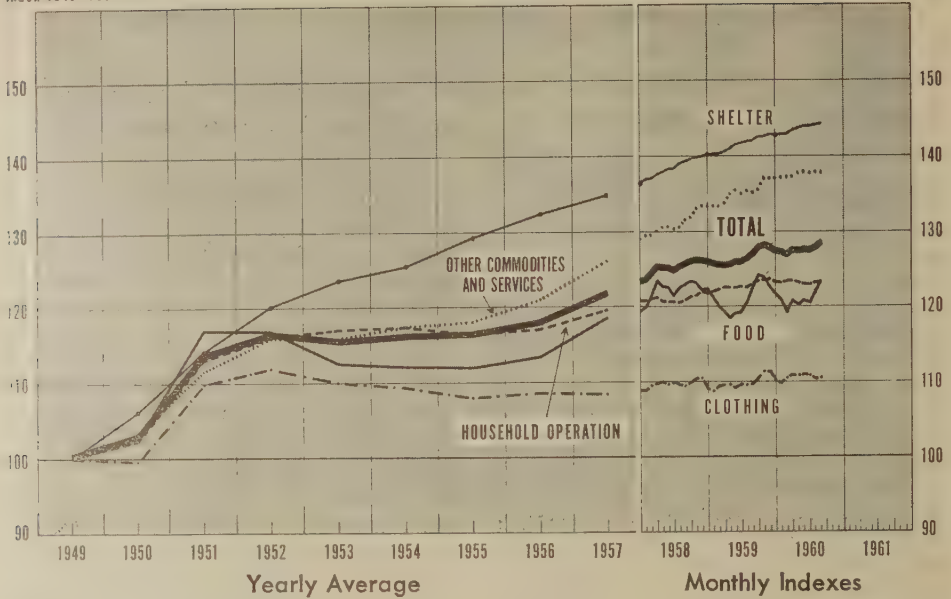
†See Table F-2 at back of book.

*On base June 1951=100.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



metals group index decreased to 178.9 from 179.7, the animal products group index to 250.0 from 250.5, and the non-metallic minerals group index to 184.4 from 184.5.

The iron products group index was unchanged at 255.5 and the chemical products group index at 188.2.

U.S. Consumer Price Index, August 1960

The United States consumer price index (1947-49=100) held steady at 126.6—its record high—between mid-July and mid-August. It was the first month since January that the index did not rise.

In the preceding 12 months, the index has risen in every month except in the mid-November to mid-December and in the

mid-December to mid-January periods. The index now stands 1.4 per cent higher than the 124.8 at mid-August 1959.

In the most recent month, seasonal price reductions in fresh fruits and vegetables and declines in the prices of 1960 automobiles as 1961 model time drew near were counter-balanced by price increases for virtually all other goods and services.

U.K. Index of Retail Prices, July 1960

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose for the second successive month between mid-June and mid-July, advancing 0.2 points from 110.9 to 111.1. The index at mid-July 1959 was 109.0.

Average outlay for fringe benefits in 1959 by 100 companies with a total of 490,967 employees was 22.2 per cent of payroll—\$1,036 per employee, it was found in a survey by Industrial Relations Counselors Service, Inc., Toronto.

The 100 firms surveyed provide a reasonably representative cross-section of Canadian industry, both manufacturing and non-manufacturing.

Four major types of fringe benefit—paid vacations, paid holidays, pension plans and welfare plans—were in effect in nearly all of the 100 companies. Paid rest periods and coffee breaks were reported by 70 companies.

Average outlay for vacation pay was 4.1 per cent of payroll; for pension plan contributions, 3.6 per cent of payroll.

Average fringe benefit outlay by industry ranged from 16.5 per cent of payroll in textile mills to 26.6 per cent in food, beverages and tobacco companies.

Results of the survey were published last month in a 58-page book, *Fringe Benefit Costs in Canada, 1959*, available from Industrial Relations Counselors Service, Inc., 85 Bloor Street East, Toronto 5, Ont., at \$10 a copy.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*. List No. 144

Annual Reports

1. CANADA. CIVIL SERVICE COMMISSION. *Annual Report, 1959*. Ottawa, Queen's Printer, 1960. Pp. 29.
2. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Strikes and Lockouts in Canada, 1958*. Ottawa, Queen's Printer, 1960. Pp. 27.
3. CANADA COUNCIL. *Third Annual Report to March 31, 1960*. Ottawa, 1960. Pp. 115.
4. EUROPEAN PRODUCTIVITY AGENCY. *Activities for the Year 1958-59*. Paris, Organization for European Economic Co-operation [1960] Pp. 74.
5. GREAT BRITAIN. MINISTRY OF LABOUR. *Annual Report, 1959*. Pp. 120.

On November 20, 1959 the Ministry reverted to its original title after having been known as the Ministry of Labour and National Service for over twenty years.

6. GREAT BRITAIN. NATIONAL ASSISTANCE BOARD. *Report for the Year ended December 31, 1959*. London, HMSO, 1960. Pp. 60.
7. NEW YORK (STATE). DEPARTMENT OF LABOR. *Annual Report of the Industrial Commissioner, 1959*. Albany, 1960. Pp. 67.
8. ONTARIO. DEPARTMENT OF LABOUR. *Fortieth Report for the Fiscal Year ending March 31, 1959*. Toronto, Queen's Printer, 1960. Pp. 119.
9. U.S. NATIONAL LABOR RELATIONS BOARD. *Twenty-fourth Annual Report for the Fiscal Year ended June 30, 1959*. Washington, GPO, 1960. Pp. 188.

Canada at Work Broadcasts

The following three broadcasts were prepared by the Federal Department of Labour in Ottawa in 1960.

10. *Don't Burn our Forests!* Pp. 4.

A talk prepared from information supplied by the Federal Forestry Branch, Department of Northern Affairs and National Resources in Ottawa for Forest Conservation Week.

11. *No Better and No Worse. A Sketch on Anti-Discrimination*. Pp. 8.

"A play about racial and religious tolerance in a Canadian community."

12. *Progress in Rehabilitation; a Report on the Ninth Meeting of the National Advisory Committee on the Rehabilitation of Disabled Persons*. Pp. 4.

Congresses and Conventions

13. CANADIAN CONSTRUCTION ASSOCIATION. *Proceedings of 42nd Annual General Meeting, January 23-27, 1960, Calgary, Alta.* Ottawa, 1960. Pp. 203.

14. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of the Twelfth Annual Meeting, Washington, December 28-29, 1959*. Edited by David B. Johnson. Madison, 1960. Pp. 210.

Contents: Memorial Session to the Late Selig Perlman and Sumner Slichter. The Incidence of Persistent Unemployment. Health Plans in Collective Bargaining: Responsibilities of Management and Labor for Medical Care. Improving the Unemployment Insurance System. The Economics of the Minimum Wage. Changing Patterns of Industrial Conflict. Union Policies and Industrial Management.

15. SASKATCHEWAN CIVIL SERVICE ASSOCIATION. *Proceedings and Minutes of the Forty-seventh Annual Convention held in Regina, Sask., May 18, 19 and 20, 1960*. Regina, 1960. Pp. 113.

Industrial Relations

16. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Employment Relations Research, a Summary and Appraisal*. Editors: Herbert G. Heneman [and others] New York, Harper, c1960. Pp. 226.

Contents: The Labor Force and Labor Markets, by Herbert S. Parnes. Selection and Placement—the Past Ten Years, by George W. England and Donald G. Paterson. Employee and Executive Compensation, by David W. Belcher. Public Policy and Dispute Settlement, by Gordon F. Bloom and Herbert N. Northrup. History and Theory of the Labor Movement, by David Dolnick. Technological Change and Industrial Relations, by George P. Shultz and Arnold Weber.

17. KNOWLES, WILLIAM HENRY. *Trade Union Development and Industrial Relations in the British West Indies*. Berkeley, University of California Press, 1959. Pp. 214.

Examines the social, economic, and political background of the labour movement of the British West Indies.

18. MICHIGAN. STATE UNIVERSITY OF AGRICULTURE AND APPLIED SCIENCE, EAST LANSING. LABOR AND INDUSTRIAL RELATIONS CENTER. *Practical Arbitration. Fifth Annual*

Joint Industrial Relations Conference for Lawyers, Arbitrators and Union and Management Representatives, March 30-31, 1959, Kellogg Center, Michigan State University. Edited by Daniel H. Kruger. East Lansing, 1959. Pp. 168.

Conference sponsored by the Section of Labor Relations Law, State Bar of Michigan, the Labor and Industrial Relations Center, Michigan State University, Institute of Labor and Industrial Relations, University of Michigan—Wayne State University in cooperation with: American Arbitration Association [and others].

Topics discussed: Current Arbitration Trends: a Critique, Current Arbitration Trends: the Arbitrators' Viewpoint. Demonstration Arbitration. How to convince an Arbitrator.

Labour Organization

19. CAMERON, JAMES CARRUTHERS. *The Status of Trade Unions in Canada* [by] J. C. Cameron and F. J. L. Young. Kingston, Dept. of Industrial Relations, Queen's University, 1960. Pp. 169.

Examines labour legislation as it relates to the growth of labour unions in Canada.

20. U.S. BUREAU OF LABOR STATISTICS. *Union Security and Checkoff Provisions in Major Union Contracts, 1958-59.* Washington, GPO, 1960. Pp. 16.

"...Deals with the prevalence of different types of union security and checkoff provisions in major collective bargaining agreements." Information based on 1,631 agreements covering about 7½ million workers.

Labouring Classes

21. CLAY, HILARY M. *The Older Worker and his Job.* London, HMSO, 1960. Pp. 20.

Briefly outlines some of the findings of recent research into the effects of physical and mental changes on older workers.

22. COX, ARCHIBALD. *Law and the National Labor Policy.* Los Angeles, Institute of Industrial Relations, University of California [c1960] Pp. 111.

Contains five lectures delivered at the University of California, Los Angeles, in November and December, 1959.

Contents: The Evolution of Labor-Management Relations Law. Public Policy toward Union Organization. The Role of Public Policy in the Negotiation of Collective Bargaining Agreements. The Role of Law in the Administration of Labor Agreements. The Public Interest in Internal Union Affairs.

23. INTERNATIONAL LABOUR OFFICE. *Vocational Training.* Seventh item on the agenda. Geneva, 1960. Pp. 103.

At head of title: Report 7 (1). International Labour Conference. 45th session, 1961.

Gives a brief description of the main features and trends in vocational training in the world today. Includes a draft text and explanatory notes of a Recommendation to be commented on by member governments.

24. INTERNATIONAL TRADE UNION CONFERENCE ON THE EFFECT ON WORKING CONDITIONS OF THE USE OF MICRO-MEASUREMENT AND PREDETERMINED-TIMES METHODS, DORTMUND, GERMANY, 1959. *Final report*, by R. J. Jouffret and F. Hauser. EPA Project 6/05. Paris, OEEC, 1960. Pp. 96.

Conference held October 27-30, 1959. Outlines the development of the use of Methods-Time Measurement and Work-Factor methods in European industries; analyzes the reasons for this development; describes how these methods affect the workers, and discusses some problems which the unions and employers have to solve.

25. NATIONAL INSTITUTE ON REHABILITATION AND LABOR HEALTH SERVICES, ATLANTIC CITY, 1959. *Rehabilitation and Labor Health Services: Guidelines for Action; a Report.* Washington, 1960. Pp. 77.

Sponsored with a grant from the U.S. Office of Vocational Rehabilitation.

26. UDY, STANLEY H. *Organization of Work; a Comparative Analysis of Production among Nonindustrial Peoples.* New Haven, HRAF Press, 1959. Pp. 182.

"...A comparative study of the various ways in which different kinds of work are organized among nonindustrial peoples in the production of material goods."

27. U.S. BUREAU OF LABOR STATISTICS. *Aid to Labor Surplus Areas in Great Britain, Belgium, the Federal Republic of Germany, and Sweden.* Washington, GPO, 1960. Pp. 40.

Deals with programs for aiding unemployed workers in labour surplus areas in four European countries.

Management

28. CANADIAN TAX FOUNDATION. *Corporate Management Conference, Montreal, 1960.* Toronto, 1960. Pp. 52.

Contents: Federal and Provincial Corporation Taxes in Perspective, by Harvey Perry. Valuing Inventories for Tax Purposes, by George P. Keeping. Making the Most of your Losses, by Campbell W. Leach. Deferred Compensation for Executives, by G. T. Tamaki.

29. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *High-Level Manpower in Overseas Subsidiaries; Experience in Brazil and Mexico*, by John C. Shearer. Princeton, 1960. Pp. 161.

An examination of management personnel in subsidiaries of 23 companies in Mexico and Brazil.

Office Management

30. CANADA. CIVIL SERVICE COMMISSION. ORGANIZATION AND METHODS SERVICE. *Manual on Filing Services.* Rev. ed. Ottawa, Queen's Printer, 1960. Pp. 64.

Deals with the organization of Registry and Filing units; classification of material; initial processing of material; issuing and controlling of files; and, retention and disposal of material.

31. U.S. BUREAU OF LABOR STATISTICS. *Adjustments to the Introduction of Office Automation*. Washington, GPO, 1960. Pp. 86.

"A study of some implications of the installation of electronic data processing in 20 offices in private industry, with special reference to older workers."

Women—Employment

32. INTERNATIONAL LABOUR OFFICE. *Employment and Conditions of Work of Nurses*. Geneva, 1960. Pp. 176.

Based on information received from organizations in 56 countries or territories.

33. U.S. WOMEN'S BUREAU. *Maternity Benefit Provisions for Employed Women*. Washington, GPO, 1960. Pp. 50.

Describes maternity benefits through health and insurance programs provided under voluntary plans or through legislative action.

34. U.S. WOMEN'S BUREAU. *Minimum Wage and the Woman Worker*. Washington, GPO, 1960. Pp. 16.

"This booklet...tells briefly...how and why State minimum-wage laws come about, how they operate, and of their impact on the worker, the employer, and the community."

35. U.S. WOMEN'S BUREAU. *Part-Time Employment for Women*. Washington, GPO, 1960. Pp. 53.

Provides information about the age and marital status of women who work part time; some reasons why they work part time; and, where they find part-time jobs. Concludes with suggestions to women seeking part-time jobs.

Women—Employment—Conferences

36. INTERNATIONAL LABOUR OFFICE. *Conditions and Problems of Women Working in Agriculture*. Working paper on Item no. 2. Geneva, 1959. Pp. 55.

At head of title: PCWW/1959/I/2/D.1. International Labour Organization. Meeting of Consultants on the Problems of Women Workers. Geneva, October 1959.

37. INTERNATIONAL LABOUR OFFICE. *Future Programme as regards Women Workers*. Working paper on Item no. 4. Geneva, 1959. Pp. 20.

At head of title: PCWW/1959/I/4/D.1. International Labour Organization. Meeting of Consultants on the Problems of Women Workers. Geneva, October 1959.

38. INTERNATIONAL LABOUR OFFICE. *Recent Trends in Women Workers' Opportunities and Needs*. Working paper on Item no. 1. Geneva, 1959. Pp. 70.

At head of title: PCWW/1959/I/1/D.1. International Labour Organization. Meeting of Consultants on the Problems of Women Workers. Geneva, October 1959.

39. INTERNATIONAL LABOUR OFFICE. *Women's Wages*. Working paper on Item no. 3. Geneva, 1959. Pp. 16.

At head of title: PCWW/1959/I/3/D.1. International Labour Organization. Meeting of Consultants on the Problems of Women Workers. Geneva, October 1959.

40. MEETING OF CONSULTANTS ON THE PROBLEMS OF WOMEN WORKERS, GENEVA, 1959. *Report*. Geneva, 1959. Pp. 28.

At head of title: PCWW/1959/I/1/D.1. International Labour Organization.

Miscellaneous

41. BELLAN, RUBEN C. *Principles of Economics and the Canadian Economy*. Toronto, McGraw Hill, 1960. Pp. 540.

Intended as a text book with examples drawn from Canadian experience and conditions.

42. CARR-SAUNDERS, (SIR) ALEXANDER MORRIS. *A Survey of Social Conditions in England and Wales as illustrated by Statistics*, by A. M. Carr-Saunders, D. Caradog Jones and C. A. Moser. Oxford, Clarendon Press, 1958. Pp. 302.

Partial Contents: Age, Sex, and Marriage. Births, Deaths, and Migration. Households and Housing. Education. Entry into Employment. Industrial Distribution. Distribution by Occupation, Industrial Status, and Social Class. Protective Associations. Personal Income. Personal Expenditure. Social Security. Health. Use of Leisure Time. Religion. Crime.

43. FRONTIER COLLEGE. *The Frontier College; Report of Special Committee of the Board of Governors, March 1960*. Toronto, 1960. 1 Volume (various pagings).

Reviews the work of Frontier College from 1900 to 1960, outlines its future program and suggests ways for achieving it.

44. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Social Services in Britain*. London, HMSO, 1960. Pp. 91.

45. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Economic Growth in the 1960's: Prerequisites; Potentials; Problems*. Prepared for the 44th Annual Meeting, May 19, 20, 1960. New York, 1960. Pp. 33.

46. U.S. NATIONAL SCIENCE FOUNDATION. *A Study of Scientific and Technical Manpower; a Program of Collection, Tabulation, and Analysis of Data of the National Science Foundation. A Report prepared pursuant to a Committee Resolution, Committee on Science and Astronautics, U.S. House of Representatives, Eighty-sixth Congress, Second Session*. Washington, GPO, 1960. Pp. 71.

At head of title: Committee print. Describes briefly "...the content and uses of scientific manpower information, the ways in which it is collected, and the principal collection programs." Also describes the present National Science Foundation programs, and a proposed program to be developed over the next few years.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JULY 23, 1960

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,592	125	461	1,852	2,401	1,160	593
Agricultural.....	828	*	68	169	219	331	39
Non-Agricultural.....	5,764	123	393	1,683	2,182	829	554
Males.....	4,932	106	357	1,397	1,756	872	444
Agricultural.....	753	*	65	158	197	290	32
Non-Agricultural.....	4,179	104	292	1,239	1,559	573	412
Females.....	1,660	19	104	455	645	288	149
Agricultural.....	75	*	*	11	22	32	*
Non-Agricultural.....	1,585	19	101	444	623	256	142
All Ages.....	6,592	125	461	1,852	2,401	1,160	593
14—19 years.....	810	16	64	264	259	147	60
20—24 years.....	825	21	60	272	267	139	66
25—44 years.....	2,922	56	179	813	1,102	500	272
45—64 years.....	1,811	30	136	455	688	326	176
65 years and over.....	224	*	22	48	85	48	19
<i>Persons with Jobs</i>							
All status groups.....	6,281	117	439	1,737	2,302	1,132	554
Males.....	4,672	98	337	1,302	1,673	850	412
Females.....	1,609	19	102	435	629	282	142
Agricultural.....	820	*	67	167	216	329	39
Non-Agricultural.....	5,461	115	372	1,570	2,086	803	515
Paid Workers.....	5,029	94	340	1,434	1,939	754	468
Males.....	3,601	77	251	1,045	1,368	520	340
Females.....	1,428	17	89	389	571	234	128
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	311	*	22	115	99	28	39
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,214	151	450	1,491	1,755	880	507
Males.....	452	39	90	254	297	156	116
Females.....	4,262	112	360	1,237	1,458	704	391

* Less than 10,000.

(1) The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended July 23, 1960		Week Ended June 18, 1960		Week Ended July 18, 1959	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	338	313	328	312	249	235
Without Jobs.....	311	290	300	287	228	215
Under 1 month.....	110	—	85	—	80	—
1—3 months.....	102	—	91	—	71	—
4—6 months.....	42	—	62	—	33	—
7—12 months.....	38	—	44	—	27	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	10	—	11	—	11	—
Worked.....	27	23	28	25	21	20
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	18	15	20	18	15	14

⁽¹⁾ To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

TABLE A-3—DESTINATION OF ALL IMMIGRANTS BY REGIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	13,197	168,868	168,868	91,422
1954 Total.....	3,849	28,410	83,029	12,292	154,227	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 ⁽¹⁾	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,164	154,226
1958 Total.....	3,268	28,443	63,853	15,756	13,531	124,851	60,630
1959 Total.....	2,163	24,816	55,976	12,848	11,125	106,928	51,476
1959 First 6 Months.....	918	12,393	31,011	7,022	5,745	57,089	28,299
1960 First 6 Months.....	1,041	12,677	30,877	7,822	5,624	58,041	29,819

⁽¹⁾ Total includes 3,883 whose destination is not specified.**TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agriculture	Fishing, Trapping Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1958 Total.....	8,497	6,745	1,229	2,229	11,501	5,071	513	17,476	9,388	429	63,078
1959 Total.....	7,784	5,459	999	2,107	9,740	4,965	371	12,792	8,940	394	53,551
1959 First 6 Months..	3,462	3,021	550	1,207	5,192	2,829	212	7,478	5,372	212	29,535
1960 First 6 Months..	3,740	3,468	805	1,322	4,575	3,417	477	8,137	4,656	248	30,845

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ³
	Mining	Manufacturing	Transportation, Storage and Communication ²	Forestry	Construction	Public Utilities	Trade	Finance (including Services Government)	Supplementary Labour Income	
1955—Total....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,805	1,658	336	1,316	263	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1959—Total....	552	5,018	1,756	288	1,463	302	2,527	4,821	770	17,717
1959—June....	46.5	429.2	150.7	.....	.....	.....	.....	.....	.....	1,527.4
July....	47.2	419.0	152.9	.....	.....	.....	.....	.....	.....	1,505.5
Aug....	46.4	422.7	152.6	62.4	431.6	78.3	637.4	1,211.3	195.1	1,515.4
Sept....	47.0	433.0	151.8	.....	.....	.....	.....	.....	.....	1,549.6
Oct....	47.0	434.0	150.7	.....	.....	.....	.....	.....	.....	1,545.2
Nov....	47.1	421.0	148.0	94.2	371.4	77.4	661.0	1,230.1	197.3	1,510.8
Dec....	46.1	419.9	142.5	.....	.....	.....	.....	.....	.....	1,482.1
1960—Jan....	46.0	418.8	140.3	.....	.....	.....	.....	.....	.....	1,458.7
Feb....	46.7	418.8	141.3	73.4	296.5	74.7	634.7	1,243.3	204.4	1,461.1
March....	46.7	421.2	138.7	.....	.....	.....	.....	.....	.....	1,462.6
April....	44.7	422.9	145.0	.....	.....	.....	.....	.....	.....	1,486.9
May....	45.2	429.7	147.9	72.0	354.7*	77.7*	656.6*	1,299.8*	209.8*	1,532.1
June†....	46.8	435.5	150.8	.....	.....	.....	.....	.....	.....	1,579.9
July†....	46.4	430.9	153.7	.....	.....	.....	.....	.....	.....	1,565.3

¹Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

²Includes post office wages and salaries.

³Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at July, 1960 employers in the principal non-agricultural industries reported a total employment of 2,846,752. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949 = 100) ¹			Average Weekly Wages and Salaries	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Payrolls	Average Weekly Wages and Salaries		Employ- ment	Aggregate Payrolls	Average Weekly Wages and Salaries	
				\$				\$
Averages								
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1959								
July.....	123.1	212.4	171.7	73.76	112.2	194.6	171.8	75.56
August.....	124.2	213.3	170.9	73.42	113.5	196.1	171.2	75.27
September.....	125.6	218.3	173.0	74.30	115.3	202.4	173.8	76.43
October.....	124.4	217.3	173.8	74.66	113.9	201.8	175.3	77.06
November.....	121.8	211.6	172.8	74.23	110.6	195.3	174.8	76.86
December.....	118.1	200.0	168.6	72.41	108.4	187.1	170.9	75.14
1960								
January.....	115.1	202.2	174.9	75.13	108.6	194.4	177.2	77.90
February.....	114.6	202.0	175.4	75.35	108.9	194.4	176.7	77.68
March.....	114.2	201.5	175.4	75.37	109.0	195.5	177.5	78.04
April.....	114.8	204.1	176.9	75.98	108.8	196.3	178.5	78.48
May.....	118.9	209.8	175.4	75.36	110.6	198.1	176.9	77.80
June*.....	123.0	218.2	176.3	75.74	112.2	202.1	177.9	78.23
July†.....	121.9	217.8	177.6	76.31	110.2	198.5	177.8	78.19

¹Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1960	May 1960	June 1959	June 1960	May 1960	June 1959
Provinces						
Newfoundland.....	144.4	121.8	136.3	67.79	66.42	64.19
Prince Edward Island.....	139.6	131.8	137.4	54.40	55.65	53.60
Nova Scotia.....	103.4	97.4	97.9	62.94	62.21	59.62
New Brunswick.....	107.2	99.1	104.7	62.13	61.18	59.33
Quebec.....	123.6	117.8	121.7	72.19	72.39	70.38
Ontario.....	121.7	119.9	124.3	78.85	78.37	76.97
Manitoba.....	114.4	111.3	115.8	72.42	71.21	71.21
Saskatchewan.....	133.0	128.8	138.4	71.71	71.41	70.21
Alberta (including Northwest Territories).....	169.9	154.0	161.6	77.58	76.76	75.36
British Columbia (including Yukon).....	118.7	116.4	121.8	83.73	82.86	80.49
Canada.....	122.8	118.9	123.5	75.67	75.36	73.71
Urban Areas						
St. John's.....	138.9	133.0	137.3	55.56	54.45	53.22
Sydney.....	89.9	85.7	89.1	76.19	76.36	67.50
Halifax.....	118.4	115.2	116.6	62.06	61.62	60.17
Moncton.....	98.4	97.8	101.1	60.12	60.11	57.48
Saint John.....	105.9	101.1	96.1	62.62	60.15	57.90
Chicoutimi-Jonquiere.....	122.5	118.8	113.1	91.18	86.33	89.87
Quebec.....	115.6	112.1	112.9	62.69	63.06	60.84
Sherbrooke.....	102.4	100.5	101.0	62.27	60.85	59.30
Shawinigan.....	109.3	105.2	100.0	82.69	81.58	81.67
Three Rivers.....	117.5	115.7	123.1	69.98	68.20	68.63
Drummondville.....	76.3	74.8	76.2	60.07	59.99	60.07
Montreal.....	125.8	123.7	124.9	74.23	74.53	71.83
Ottawa—Hull.....	128.3	125.2	127.0	69.94	69.49	67.99
Kingston.....	114.5	111.9	112.6	74.23	75.15	70.26
Peterborough.....	97.7	98.2	104.5	83.78	83.65	81.85
Oshawa.....	183.0	186.7	183.3	88.06	91.01	85.37
Toronto.....	131.0	129.9	133.0	79.32	78.76	77.55
Hamilton.....	114.0	114.5	114.6	83.53	83.07	82.37
St. Catharines.....	109.6	110.4	114.4	35.65	83.95	84.10
Niagara Falls.....	104.2	100.6	106.9	77.94	77.30	76.34
Brantford.....	80.8	83.1	92.9	70.51	71.92	70.66
Guelph.....	123.4	121.6	130.1	70.76	69.52	69.18
Galt.....	118.9	115.8	113.9	67.42	67.16	66.76
Kitchener.....	122.8	121.0	123.0	72.47	71.90	70.43
Sudbury.....	147.0	144.7	140.0	89.11	88.44	85.82
Timmins.....	96.4	94.1	95.5	69.50	68.89	67.25
London.....	127.2	124.6	126.8	72.67	71.86	70.16
Sarnia.....	128.6	126.1	114.1	97.84	95.91	90.49
Windsor.....	79.2	79.1	84.6	86.60	87.39	84.91
Sault Ste. Marie.....	141.3	143.2	151.5	91.57	93.14	92.13
Ft. William—Pt. Arthur.....	112.9	109.2	118.9	78.58	77.57	74.66
Winnipeg.....	113.6	111.7	113.1	69.37	68.21	68.03
Regina.....	136.0	133.8	141.2	68.81	68.63	66.49
Saskatoon.....	144.3	139.4	140.4	67.99	67.52	66.79
Edmonton.....	189.9	186.4	193.7	72.81	71.83	71.60
Calgary.....	175.4	170.8	174.4	74.10	72.97	70.98
Vancouver.....	116.0	115.0	120.1	81.76	81.25	79.38
Victoria.....	111.9	111.1	116.7	74.91	74.11	72.43

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

This table is published every second month.

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1960	May 1960	June 1959	June 1960	May 1960	June 1959
Mining.....	122.0	118.0	126.4	\$ 94.09	\$ 93.86	\$ 89.64
Metal Mining.....	140.3	137.9	144.8	97.05	95.65	93.22
Gold.....	75.4	74.0	75.3	77.35	76.65	74.51
Other metal.....	200.8	197.5	209.5	103.95	102.29	99.49
Fuels.....	86.1	81.8	91.7	94.75	95.59	87.71
Coal.....	43.9	40.9	47.6	71.92	74.34	62.87
Oil and natural gas.....	267.9	258.1	265.1	110.87	110.08	105.26
Non-metal.....	144.3	133.9	146.5	79.92	82.41	77.24
Manufacturing.....	112.1	110.6	114.2	78.16	77.80	75.96
Durable goods.....	116.8	116.1	120.3	83.81	83.47	81.70
Non-durable goods.....	108.2	106.0	109.1	73.20	72.57	70.60
Food and beverages.....	119.0	113.1	120.2	70.05	70.21	67.80
Meat products.....	140.2	137.2	144.0	79.92	79.37	78.33
Canned and preserved fruits and vegetables.....	103.2	84.8	109.4	58.43	62.63	56.84
Grain mill products.....	104.9	103.7	106.2	77.80	75.38	73.72
Bread and other bakery products.....	113.2	112.2	111.9	68.58	67.07	67.16
Distilled and malt liquors.....	106.1	103.8	107.9	94.35	94.18	90.18
Tobacco and tobacco products.....	79.5	78.0	85.6	79.31	78.49	76.85
Rubber products.....	102.0	102.5	108.8	79.56	79.30	80.47
Leather products.....	82.6	80.5	89.6	51.62	48.83	50.47
Boots and shoes (except rubber).....	90.1	86.9	96.3	48.89	46.34	47.94
Textile products (except clothing).....	77.8	77.7	80.0	61.80	61.85	60.42
Cotton yarn and woven goods.....	69.4	70.2	74.9	57.43	57.91	55.08
Woolen goods.....	62.8	61.0	60.4	59.17	58.23	58.83
Synthetic textiles and silk.....	84.2	83.5	81.8	68.29	68.78	67.05
Clothing (textile and fur).....	88.3	88.0	91.9	46.08	46.96	46.34
Men's clothing.....	90.7	90.4	94.0	46.17	45.63	46.00
Women's clothing.....	91.5	92.7	93.2	46.47	48.36	46.53
Knit goods.....	70.5	69.8	78.1	47.03	47.01	45.36
Wood products.....	109.8	106.1	114.4	60.72	66.10	64.14
Saw and planing mills.....	113.0	108.4	119.1	69.02	68.09	65.64
Furniture.....	112.0	110.3	113.9	63.56	63.90	62.29
Other wood products.....	90.9	87.7	93.1	60.61	59.82	59.39
Paper products.....	127.1	123.8	126.9	91.88	89.73	88.65
Pulp and paper mills.....	129.0	124.9	128.3	98.84	96.46	95.00
Other paper products.....	122.7	121.1	123.3	74.46	73.20	71.95
Printing, publishing and allied industries.....	125.3	124.3	121.9	85.00	84.79	82.65
Iron and steel products.....	108.4	109.0	112.8	88.48	87.69	87.18
Agriculture implements.....	71.7	76.5	82.9	90.40	90.23	90.79
Fabricated and structural steel.....	169.0	161.8	171.8	89.27	87.57	86.80
Hardware and tools.....	99.3	102.7	100.4	82.16	79.82	78.59
Heating and cooking appliances.....	97.3	95.4	109.7	76.98	76.97	75.02
Iron castings.....	91.9	92.3	102.9	83.77	82.49	81.60
Machinery, industrial.....	119.5	119.5	120.1	85.14	84.98	84.35
Primary iron and steel.....	119.8	123.4	121.6	98.81	98.47	98.46
Sheet metal products.....	112.2	110.1	113.8	89.39	87.56	89.47
Wire and wire products.....	118.9	119.8	121.9	89.97	88.71	88.08
Transportation equipment.....	112.0	112.8	117.3	87.00	89.03	86.21
Aircraft and parts.....	241.6	242.9	263.0	92.12	92.59	89.53
Motor vehicles.....	114.5	115.5	113.4	97.40	100.03	95.69
Motor vehicles parts and accessories.....	105.7	110.0	115.0	85.68	87.00	84.85
Railroad and rolling stock equipment.....	66.5	64.5	72.5	80.09	80.21	78.45
Shipbuilding and repairing.....	131.8	133.1	130.7	80.36	81.01	80.10
Non-ferrous metal products.....	132.2	130.4	128.4	89.52	87.91	85.21
Aluminum products.....	147.3	144.0	142.0	85.83	85.52	82.79
Brass and copper products.....	103.9	103.7	111.7	83.88	83.55	79.60
Smelting and refining.....	157.0	153.8	144.7	97.07	94.53	93.00
Electrical apparatus and supplies.....	135.3	134.7	136.1	84.88	84.23	82.44
Heavy electrical machinery.....	107.1	108.0	112.1	92.88	91.68	89.13
Telecommunication equipment.....	219.6	214.8	211.0	82.31	82.07	79.30
Non-metallic mineral products.....	149.8	144.7	151.4	79.72	80.90	79.30
Clay products.....	94.6	93.6	107.3	73.87	75.86	73.67
Glass and glass products.....	158.4	151.5	158.1	75.57	76.71	76.01
Products of petroleum and coal.....	140.7	139.8	142.5	117.54	116.72	111.07
Petroleum refining.....	143.7	142.5	144.6	118.41	117.79	111.84
Chemical products.....	135.6	134.3	129.0	91.24	90.37	86.07
Medicinal and pharmaceutical preparations.....	120.5	118.6	120.3	80.92	79.76	76.28
Acids, alkalis and salts.....	160.0	153.9	145.7	101.83	102.13	97.79
Miscellaneous manufacturing industries.....	129.9	130.0	126.8	70.44	69.20	68.05
Construction.....	146.2	130.4	144.0	77.96	77.53	76.71
Building and general engineering.....	134.1	123.9	141.4	85.30	84.28	82.61
Highways, bridges and streets.....	165.9	141.1	148.2	68.22	67.93	67.62
Electric and motor transportation.....	135.2	132.7	131.4	79.79	80.15	78.69
Service.....	148.8	143.8	144.8	52.49	52.96	49.63
Hotels and restaurants.....	138.0	130.7	136.5	40.79	41.15	39.54
Laundries and dry cleaning plants.....	117.4	116.5	116.3	47.02	46.88	44.81
Industrial composite.....	122.8	118.9	123.5	75.67	75.36	73.71

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1960	May 1960	June 1959	June 1960	May 1960	June 1959	June 1960	May 1960	June 1959
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	42.0	41.9	41.1	2.09	2.09	2.04	87.95	87.41	83.95
Metal mining.....	42.5	42.0	41.9	2.18	2.16	2.13	92.40	91.00	89.28
Gold.....	43-5	43-1	43-2	1-66	1-66	1-61	72-29	71-55	69-56
Other metal.....	42-1	41-6	41-5	2-38	2-36	2-32	100-17	98-44	96-39
Fuels.....	40-4	40-4	37-4	1-97	1-98	1-92	79-74	80-02	71-73
Coal.....	40-3	40-7	35-1	1-73	1-78	1-72	69-88	72-34	60-54
Oil and natural gas.....	40-5	39-9	41-3	2-36	2-32	2-19	95-46	92-56	90-40
Non-metal.....	42-1	42-9	42-1	1-86	1-85	1-79	78-32	79-55	75-50
Manufacturing	40-4	40-1	41-0	1-78	1-79	1-72	72-07	71-69	70-63
Durable goods.....	40-7	40-5	41-4	1-92	1-93	1-86	78-27	78-18	77-09
Non-durable goods.....	40-1	39-7	40-6	1-65	1-58	1-58	66-10	65-29	64-19
Food and beverages.....	41-3	40-9	41-6	1-57	1-59	1-51	64-80	65-03	62-88
Meat products.....	41-2	40-7	41-7	1-85	1-86	1-80	76-37	75-79	75-11
Canned and preserved fruits and vegetables.....	38-5	38-3	40-4	1-33	1-39	1-25	51-07	53-34	50-42
Grain mill products.....	43-5	42-3	41-8	1-72	1-69	1-65	74-71	71-59	68-97
Bread and other bakery products.....	42-9	42-8	43-3	1-48	1-46	1-41	63-35	62-56	60-97
Distilled liquors.....	40-6	40-6	40-5	2-01	2-00	1-90	81-77	81-18	77-12
Malt liquors.....	40-0	39-8	41-0	2-24	2-25	2-12	89-31	89-43	86-95
Tobacco and tobacco products.....	40-7	40-2	40-5	1-82	1-82	1-75	74-09	72-97	70-95
Rubber products.....	40-3	40-1	42-1	1-82	1-83	1-81	73-25	73-29	76-21
Leather products.....	38-2	35-4	39-5	1-22	1-22	1-18	46-45	43-10	46-42
Boots and shoes (except rubber).....	37-5	34-6	39-2	1-17	1-18	1-13	44-07	40-85	44-21
Other leather products.....	39-7	37-3	40-1	1-31	1-29	1-29	52-04	48-17	51-64
Textile products (except clothing).....	41-2	41-3	42-0	1-34	1-34	1-29	55-14	55-30	54-27
Cotton yarn and broad woven goods.....	39-2	39-7	39-4	1-34	1-35	1-28	52-71	53-38	50-30
Woolen goods.....	43-0	42-3	44-6	1-26	1-25	1-22	54-05	52-78	54-48
Synthetic textiles and silk.....	42-0	42-4	43-5	1-44	1-44	1-37	60-38	61-16	59-73
Clothing (textile and fur).....	36-4	36-4	37-1	1-14	1-14	1-11	41-31	41-28	41-03
Men's clothing.....	36-5	36-0	36-8	1-14	1-14	1-14	41-68	41-01	41-89
Women's clothing.....	33-4	35-3	34-1	1-19	1-20	1-15	39-75	42-24	39-88
Knit goods.....	38-6	38-8	39-6	1-07	1-07	1-03	41-20	41-38	40-66
*Wood products.....	40-5	40-1	41-2	1-57	1-57	1-49	63-81	63-00	61-23
Saw and planing mills.....	40-1	39-5	40-6	1-67	1-67	1-56	67-11	65-98	63-51
Furniture.....	40-8	41-1	41-9	1-45	1-44	1-38	59-09	59-02	57-82
Other wood products.....	42-1	41-3	42-9	1-33	1-33	1-30	56-01	55-13	55-65
Paper products.....	41-5	40-9	41-8	2-08	2-05	2-00	86-35	83-94	83-43
Pulp and paper mills.....	41-9	41-1	41-9	2-22	2-19	2-13	92-98	90-13	89-40
Other paper products.....	40-7	40-5	41-3	1-66	1-65	1-60	67-66	66-71	66-06
Printing, publishing and allied industries.....	39-2	39-2	39-7	2-17	2-17	2-09	84-80	84-87	82-85
*Iron and steel products.....	40-7	40-3	41-7	2-06	2-06	2-01	83-95	83-15	83-69
Agricultural implements.....	40-1	40-5	42-7	2-10	2-09	2-06	84-29	84-59	87-90
Fabricated and structural steel.....	41-1	40-1	41-1	2-04	2-03	1-95	84-02	81-44	79-94
Hardware and tools.....	42-1	41-8	42-3	1-79	1-78	1-75	75-41	74-56	74-29
Heating and cooking appliances.....	40-0	40-0	41-2	1-78	1-78	1-73	71-23	71-16	71-38
Iron castings.....	40-3	39-4	40-9	1-97	1-97	1-92	79-37	77-61	78-40
Machinery, industrial.....	41-5	41-3	42-3	1-92	1-92	1-89	79-55	79-40	79-78
Primary and steel.....	39-7	39-3	40-9	2-38	2-40	2-32	94-80	94-39	95-19
Sheet metal products.....	41-6	41-0	43-3	2-06	2-03	1-99	85-70	83-42	86-18
*Transportation equipment.....	40-4	40-9	40-8	2-03	2-04	1-99	82-17	83-68	81-30
Aircraft and parts.....	41-3	41-9	41-1	2-00	2-02	1-97	82-57	84-49	80-99
Motor vehicles.....	41-0	41-7	41-4	2-22	2-26	2-17	91-12	94-12	89-79
Motor vehicles parts and accessories.....	40-0	40-7	41-4	2-00	2-01	1-95	79-82	81-83	80-54
Railroad and rolling stock equipment.....	39-7	39-8	39-4	1-96	1-96	1-94	77-80	77-89	76-66
Shipbuilding and repairing.....	39-9	40-4	41-1	1-97	1-95	1-92	78-48	79-01	78-88
*Non-ferrous metal products.....	40-5	40-0	40-5	2-07	2-05	1-97	83-95	82-13	79-84
Aluminum products.....	42-1	42-1	42-8	1-82	1-82	1-71	76-51	76-49	73-29
Brass and copper products.....	40-1	40-0	39-8	1-94	1-93	1-87	77-58	77-12	74-28
Smelting and refining.....	40-2	39-4	40-2	2-28	2-26	2-18	91-73	88-88	87-69
*Electrical apparatus and supplies.....	40-6	40-1	41-1	1-84	1-84	1-79	74-52	73-87	73-53
Heavy electrical machinery and equipment.....	40-8	40-3	40-7	2-06	2-04	1-99	84-19	82-30	81-16
Telecommunication equipment.....	40-5	39-8	40-6	1-64	1-67	1-61	66-38	66-23	65-48
Refrigerators, vacuum cleaners and appliances.....	39-7	39-1	41-3	1-88	1-89	1-76	74-60	73-96	73-00
Wire and cable.....	41-8	41-3	43-5	2-02	2-01	2-01	84-15	82-99	87-40
Miscellaneous electrical products.....	40-5	40-3	40-8	1-74	1-74	1-69	70-35	70-30	69-09
*Non-metallic mineral products.....	42-0	42-8	43-6	1-78	1-78	1-73	74-63	76-24	75-34
Clay products.....	41-2	42-9	42-7	1-62	1-65	1-61	66-95	70-82	68-72
Glass and glass products.....	40-5	41-1	42-5	1-75	1-76	1-71	71-00	72-41	72-76
Products of petroleum and coal.....	41-5	41-4	41-3	2-57	2-55	2-44	106-44	105-53	100-63
Chemical products.....	41-1	40-7	40-9	1-98	1-96	1-85	81-11	79-66	75-53
Medical and pharmaceutical preparations.....	40-9	40-1	41-1	1-50	1-50	1-44	61-45	60-01	59-11
Acids, alkalis and salts.....	40-7	41-2	40-8	2-26	2-24	2-17	92-26	92-36	88-52
Miscellaneous manufacturing industries.....	41-4	40-4	41-6	1-49	1-45	1-43	61-51	59-89	59-51
Construction	40-0	39-1	40-8	1-90	1-91	1-83	75-88	74-84	74-64
Building and general engineering.....	39-1	38-4	39-8	2-11	2-10	2-01	82-39	80-79	79-84
Highways, bridges and streets.....	41-5	40-2	42-6	1-58	1-61	1-53	65-65	64-80	65-39
Electric and motor transportation.....	43-8	43-4	44-7	1-82	1-83	1-76	79-60	79-24	78-48
Service	39-5	39-3	39-4	1-02	1-04	0-99	40-47	40-89	38-98
Hotels and restaurants.....	39-5	39-2	39-3	1-00	1-02	0-97	39-34	39-88	38-05
Laundries and dry cleaning plants.....	40-3	40-4	40-2	1-00	1-00	0-97	40-33	40-50	38-98

*Durable manufactured goods industries.

TABLE C-6—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		\$	\$			
Monthly Average 1954.....	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Monthly Average 1959.....	40.9	1.72	70.41	168.7	126.5	133.3
Last Pay Period in:						
1959 July.....	40.8	1.71	69.90	167.5	125.9	133.0
August.....	41.0	1.70	69.57	166.7	126.4	131.9
September.....	41.2	1.72	71.13	170.4	127.1	134.1
October.....	41.3	1.74	71.68	171.7	128.0	134.1
November.....	40.9	1.74	71.10	170.3	128.3	132.7
December.....	40.8*	1.78	71.52*	171.3	127.9	133.9
1960 January.....	40.7	1.77	71.89	172.2	127.5	135.1
February.....	40.4	1.77	71.49	171.3	127.2	134.7
March.....	40.5	1.78	71.94	172.4	126.9	135.9
April.....	40.5	1.79	72.37	173.4	127.5	136.0
May.....	40.1	1.79	71.69	171.8	127.4	134.9
June (1).....	40.4	1.78	72.07	172.7	127.6	135.3

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for December 1959 are 38.4 and \$68.48.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
September 1, 1954.....	13,691	14,110	27,801	180,407	70,472	250,879
September 1, 1955.....	26,320	19,586	45,856	121,945	63,738	185,683
September 1, 1956.....	39,324	22,039	61,363	101,718	60,377	162,095
September 1, 1957.....	14,379	16,047	30,426	171,981	76,446	248,427
September 1, 1958.....	10,012	13,446	23,458	237,319	106,423	343,742
September 1, 1959.....	16,741	18,466	35,207	172,417	96,074	268,491
October 1, 1959.....	16,162	16,792	32,954	160,519	97,261	257,780
November 1, 1959.....	11,997	13,013	25,010	195,816	107,407	303,223
December 1, 1959.....	15,201	12,674	27,875	365,031	137,855	502,886
January 1, 1960.....	9,097	9,779	18,876	522,206	157,962	680,168
February 1, 1960.....	8,206	10,325	18,531	606,165	180,129	786,294
March 1, 1960.....	8,431	10,676	19,107	634,332	182,721	817,053
April 1, 1960.....	10,402	11,830	22,232	652,107	182,883	834,990
May 1, 1960.....	15,913	14,487	30,400	581,558	174,874	756,432
June 1, 1960.....	21,772	17,210	38,982	389,576	152,848	542,424
July 1, 1960.....	17,227	15,875	33,102	258,719	131,936	390,655
August 1, 1960 ⁽¹⁾	14,673	12,594	27,267	242,582	128,062	370,644
September 1, 1960 ⁽¹⁾	13,748	14,427	28,175	236,969	117,044	354,013

* Current Vacancies only. Deferred vacancies are excluded.

⁽¹⁾ Latest figures subject to revision.

r Revised.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JULY 29, 1960⁽¹⁾

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				June 30, 1960	July 31, 1959
Agriculture, Fishing, Trapping.....	2,749	684	3,433	+ 1,187	+ 969
Forestry.....	2,579	7	2,586	- 2,184	+ 1,348
Mining, Quarrying and Oil Wells.....	448	57	505	- 170	- 4
Metal Mining.....	282	20	302	- 69	- 6
Fuels.....	124	19	143	- 34	+ 47
Non-Metal Mining.....	7	0	7	- 74	- 47
Quarrying, Clay and Sand Pits.....	11	2	13	+ 4	- 9
Prospecting.....	24	16	40	+ 3	+ 11
Manufacturing.....	2,707	1,946	4,653	- 77	- 1,322
Foods and Beverages.....	334	329	663	- 5	- 113
Tobacco and Tobacco Products.....	15	3	18	+ 7	- 2
Rubber Products.....	16	12	28	+ 6	- 44
Leather Products.....	56	125	181	+ 26	- 21
Textile Products (except clothing).....	65	96	161	- 50	- 88
Clothing (textile and fur).....	95	721	816	+ 163	- 450
Wood Products.....	227	49	276	- 4	- 123
Paper Products.....	212	48	260	- 33	+ 77
Printing, Publishing and Allied Industries.....	103	76	179	- 43	- 42
Iron and Steel Products.....	455	92	547	- 51	- 251
Transportation Equipment.....	493	51	544	+ 32	- 90
Non-Ferrous Metal Products.....	94	38	132	- 51	- 104
Electrical Apparatus and Supplies.....	211	99	310	- 18	- 68
Non-Metallic Mineral Products.....	59	32	91	- 31	- 32
Products of Petroleum and Coal.....	19	10	29	- 9	- 11
Chemical Products.....	177	75	252	- 29	+ 30
Miscellaneous Manufacturing Industries.....	76	90	166	+ 13	- 6
Construction.....	1,598	91	1,689	- 196	- 738
General Contractors.....	1,136	50	1,186	- 148	- 406
Special Trade Contractors.....	462	41	503	- 48	- 332
Transportation, Storage and Communication.....	629	215	844	- 240	- 218
Transportation.....	477	96	573	- 189	- 226
Storage.....	14	9	23	- 16	- 21
Communication.....	138	110	248	- 35	+ 29
Public Utility Operation.....	50	26	76	- 85	- 42
Trade.....	1,703	1,988	3,691	- 514	- 376
Wholesale.....	584	434	1,018	- 113	- 233
Retail.....	1,119	1,554	2,673	- 401	- 143
Finance, Insurance and Real Estate.....	609	639	1,248	- 83	+ 134
Service.....	2,535	7,069	9,604	- 2,569	- 1,113
Community or Public Service.....	631	2,124	2,755	+ 28	+ 549
Government Service.....	712	383	1,095	- 338	+ 54
Recreation Service.....	233	64	297	+ 125	+ 102
Business Service.....	531	402	933	- 55	- 29
Personal Service.....	428	4,096	4,524	- 1,829	- 1,789
GRAND TOTAL.....	15,607	12,722	28,329	- 4,931	- 1,362

⁽¹⁾ Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT JULY 28, 1960⁽¹⁾**

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	1,865	1,729	3,594	6,337	1,807	8,144
Clerical Workers.....	940	2,951	3,891	15,103	46,134	61,237
Sales Workers.....	1,212	1,006	2,218	6,281	14,862	21,143
Personal and Domestic Service Workers.	800	4,812	5,612	23,732	19,106	42,838
Seamen.....	4	.....	4	930	6	936
Agriculture, Fishing, Forestry (Ex. log.).	1,612	490	2,102	2,744	542	3,286
Skilled and Semi-Skilled Workers.....	6,751	1,099	7,850	105,651	22,069	127,720
Food and kindred products (incl. tobacco).....	84	18	102	986	663	1,649
Textiles, clothing, etc.....	92	752	844	2,970	13,396	16,366
Lumber and lumber products.....	2,730	.....	2,730	8,734	161	8,895
Pulp, paper (incl. printing).....	79	11	90	1,007	493	1,500
Leather and leather products.....	32	69	101	1,151	1,166	2,317
Stone, clay and glass products.....	16	.....	16	423	42	465
Metalworking.....	646	6	652	17,902	1,306	19,208
Electrical.....	163	31	194	2,800	1,484	4,284
Transportation equipment.....	11	.....	11	2,359	53	2,412
Mining.....	134	.....	134	1,473	.....	1,473
Construction.....	893	.....	893	21,668	4	21,672
Transportation (except seamen).....	401	11	412	16,275	154	16,432
Communications and public utility..	23	.....	23	561	3	564
Trade and service.....	153	149	302	3,728	1,722	5,450
Other skilled and semi-skilled.....	1,106	40	1,146	16,615	1,106	17,721
Foremen.....	96	12	108	2,255	305	2,560
Apprentices.....	92	.....	92	4,741	11	4,752
Unskilled Workers.....	1,489	507	1,996	81,804	23,536	105,340
Food and tobacco.....	48	102	150	2,017	4,051	6,068
Lumber and lumber products.....	114	3	117	7,040	361	7,401
Metalworking.....	61	10	71	6,045	694	6,739
Construction.....	603	2	605	29,796	11	29,807
Other unskilled workers.....	663	390	1,053	36,906	18,419	55,325
GRAND TOTAL.....	14,673	12,594	27,267	242,582	128,062	370,644

(¹) Preliminary—subject to revision.

(²) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 23, 1960

(Source: Form U.I.C. 757)

Office	Unfilled Vacancies ^a			Registrations		
	(1) July 28, 1960	Previous Month June 30, 1960	Previous Year July 30, 1959	(1) July 28, 1960	Previous Month June 30, 1960	Previous Year July 30, 1959
Newfoundland	317	283	309	6,566	7,888	5,787
Corner Brook	15	24	64	1,813	2,373	1,507
Grand Falls	4	4	4	610	632	395
St. John's	298	255	241	4,143	4,883	3,885
Prince Edward Island	252	430	152	1,430	1,474	1,197
Charlottetown	209	302	105	892	769	630
Summerside	43	128	47	538	705	567
Nova Scotia	806	913	889	12,860	13,463	10,975
Amherst	51	35	18	567	669	522
Bridgewater	21	28	23	682	810	611
Halifax	450	466	546	4,345	4,382	3,290
Inverness				252	225	229
Kentville	142	192	143	940	1,044	728
Liverpool	7	13	1	255	285	217
New Glasgow	33	57	35	1,171	1,205	1,479
Springhill	2	1		356	368	614
Sydney	48	28	13	2,867	3,005	2,222
Truro	21	44	18	751	735	472
Yarmouth	31	49	62	674	735	591
New Brunswick	969	1,427	626	10,642	12,129	10,270
Bathurst	276	8	2	740	919	722
Campbellton	9	306	23	920	1,126	721
Edmundston	15	84	13	591	641	627
Fredericton	87	150	168	1,217	1,125	1,094
Minto	106	162	26	393	544	524
Moncton	168	351	178	2,297	3,014	2,127
Newcastle	2	1	2	806	1,129	922
Saint John	224	220	201	2,505	2,394	2,298
St. Stephen	56	96	5	497	630	691
Sussex	14	42	5	245	169	182
Woodstock	12	7	3	431	438	462
Quebec	6,914	9,818	6,975	114,070	117,125	88,869
Alma	32	20	23	1,421	1,128	1,293
Asbestos	7	1	15	270	334	260
Baie Comeau	138	235		360	351	
Beauharnois	12	24	27	712	750	664
Buckingham	82	96	51	467	580	410
Causapscal	135	415	29	571	1,007	546
Chandler	12	4	15	214	247	247
Chicoutimi	372	391	259	1,379	1,455	1,142
Cowansville	54	58		784	296	
Dolbeau	12	9	15	766	732	548
Drummondville	20	19	35	1,808	1,630	1,246
Farnham	18	76	66	396	661	451
Forestville	312	346	281	193	242	535
Gaspé	8	9	10	238	287	226
Granby	24	21	32	2,433	1,254	1,195
Hull	29	43	108	1,857	2,159	1,566
Joliette	120	106	92	2,492	2,325	2,129
Jonquière	35	52	58	1,620	1,443	1,265
Lachute	7	14	16	420	622	506
La Malbaie	12	9	37	364	495	407
La Tuque	779	1,643	367	369	503	841
Levis	38	36	103	1,732	1,922	1,248
Louiseville	22	16	17	765	703	585
Magog	4	10	1	304	460	276
Maniwaki	17	69	14	309	355	174
Matane	18	22	10	358	464	455
Mégantic	1	3	10	327	386	360
Mont-Laurier	25	23	4	443	465	370
Montmagny	5	7	12	639	724	504
Montreal	2,048	3,016	3,289	49,301	51,607	37,153
New Richmond	2	124	2	313	476	235
Port Alfred	2	11	2	390	335	225
Quebec	457	594	558	8,759	8,118	7,024
Rimouski	116	247	103	1,100	1,526	1,177
Rivière du Loup	12	65	37	972	1,543	751
Roberval	131	101	75	781	906	705
Rouyn	72	52	70	2,049	2,580	1,429
St. Agathe	29	42	35	284	283	236
St. Anne de Bellevue	56	57	67	659	629	520
Ste. Thérèse	39	39	90	1,404	1,322	1,056
St. Hyacinthe	55	48	73	2,336	1,692	1,826
St. Jean	24	51	65	1,932	1,794	1,313
St. Jérôme	58	98	109	1,147	1,225	901
Sept-Iles	242	275	120	1,161	1,527	667
Shawinigan	59	111	31	2,081	2,262	2,148
Sherbrooke	179	186	137	3,868	3,607	3,104
Sorel	33	37	67	1,812	1,329	1,133
Thetford Mines	32	54	60	911	990	896
Trois-Rivières	75	126	151	3,243	3,428	2,885

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 28, 1960.

(Source: Form U.I.C. 757)

Office	Unfilled Vacancies ^a			Registrations		
	(1) July 28, 1960	Previous Month June 30, 1960	Previous Year July 30, 1959	(1) July 28, 1960	Previous Month June 30, 1960	Previous Year July 30, 1959
Quebec—Cont'd.						
Val d'Or.....	18	36	42	1,478	1,616	1,115
Valleyfield.....	22	21	9	1,385	1,555	1,129
Victoriaville.....	25	33	22	1,800	1,510	1,019
Ville St. Georges.....	178	617	54	893	1,285	773
Ontario.....	9,275	9,235	10,843	144,326	145,445	111,235
Arnprior.....	10	17	9	196	192	106
Barrie.....	17	14	35	1,044	1,077	818
Belleville.....	37	46	26	1,312	1,335	1,033
Bracebridge.....	28	187	172	385	446	315
Brampton.....	20	21	52	1,165	1,394	1,492
Brantford.....	41	65	74	3,013	3,178	1,396
Brockville.....	30	19	63	464	422	331
Carleton Place.....	7	1	14	151	137	153
Chatham.....	93	62	191	1,839	1,966	1,236
Cobourg.....	213	93	16	876	731	704
Collingwood.....	19	21	18	463	438	443
Cornwall.....	84	119	108	2,724	2,430	2,163
Elliot Lake.....	27	74	115	333	364	320
Fort Erie.....	38	23	26	279	327	313
Fort Frances.....	24	24	21	238	307	209
Fort William.....	82	93	78	1,165	1,328	899
Galt.....	114	122	90	1,173	1,134	932
Gananoque.....	17	20	14	151	168	141
Goderich.....	10	35	53	312	379	229
Guelph.....	31	56	54	1,732	1,939	1,209
Hamilton.....	657	840	869	11,016	11,620	7,484
Hawkesbury.....	11	16	20	574	752	318
Kapuskasing.....	105	127	32	628	926	458
Kenora.....	9	87	13	334	329	213
Kingston.....	102	111	104	1,520	1,619	1,141
Kirkland Lake.....	51	60	54	866	896	689
Kitchener.....	112	110	283	2,670	2,060	1,844
Leamington.....	55	52	36	895	1,094	846
Lindsay.....	8	10	24	630	399	506
Listowel.....	15	27	29	225	218	182
London.....	487	524	600	4,134	4,250	3,230
Long Branch.....	247	272	251	3,135	3,602	2,581
Midland.....	14	30	28	432	379	306
Napanee.....	9	14	6	266	254	205
Newmarket.....	47	38	55	1,140	1,187	731
Niagara Falls.....	32	53	63	1,279	1,406	1,192
North Bay.....	24	27	21	969	1,386	735
Oakville.....	128	106	128	1,033	1,235	599
Orillia.....	32	21	22	665	726	471
Oshawa.....	113	110	132	8,686	4,494	7,408
Ottawa.....	752	792	961	4,390	4,696	3,457
Owen Sound.....	50	55	33	968	916	714
Parry Sound.....	44	.....	1	174	223	113
Pembroke.....	81	85	68	942	1,162	802
Perth.....	34	33	27	288	352	236
Peterborough.....	56	94	63	2,824	2,973	1,948
Pictou.....	5	4	13	183	186	186
Port Arthur.....	214	182	271	1,715	2,320	1,442
Port Colborne.....	20	12	6	433	472	589
Prescott.....	31	48	44	568	672	524
Renfrew.....	17	21	15	283	359	237
St. Catharines.....	128	163	121	5,451	3,481	4,246
St. Thomas.....	238	36	58	731	871	666
Sarnia.....	106	198	78	1,756	1,920	1,228
Sault St. Marie.....	160	218	240	2,079	2,744	1,144
Simcoe.....	879	102	742	926	661	838
Sioux Lookout.....	24	1	27	113	124	114
Smiths Falls.....	13	29	13	252	293	195
Stratford.....	40	24	54	670	652	602
Sturgeon Falls.....	19	20	9	373	479	443
Sudbury.....	125	102	191	3,155	3,042	2,050
Tillsonburg.....	267	8	325	330	269	353
Timmins.....	186	213	64	1,453	1,668	997
Toronto.....	1,904	2,360	2,685	37,227	40,702	27,653
Trenton.....	69	46	59	609	731	398
Walkerton.....	58	85	49	570	453	263
Wallaceburg.....	18	21	9	385	464	277
Welland.....	102	87	12	1,444	1,825	1,068
Weston.....	210	167	194	2,975	3,041	3,274
Windsor.....	173	280	161	9,855	8,057	8,911
Woodstock.....	52	52	271	1,094	1,113	576
Manitoba.....	2,526	2,983	2,824	11,380	12,463	9,582
Brandon.....	187	191	194	788	1,008	712
Dauphin.....	14	27	22	382	511	362
Flin Flon.....	44	49	71	140	158	143
Portage la Prairie.....	94	86	61	398	528	399
The Pas.....	139	99	101	143	194	245
Winnipeg.....	2,048	2,531	2,375	9,529	10,064	7,721

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 28, 1960

(Source: Form U.I.C. 757)

Office	Unfilled Vacancies ^a			Registrations		
	(¹) July 28, 1960	Previous Month June 30, 1960	Previous Year July 30, 1959	(¹) July 28, 1960	Previous Month June 30, 1960	Previous Year July 30, 1959
Saskatchewan	939	1,411	1,096	7,191	8,886	5,808
Estevan.....	35	49	44	181	233	237
Lloydminster.....	40	31	38	157	211	79
Moose Jaw.....	99	135	154	693	976	561
North Battleford.....	28	24	41	383	487	287
Prince Albert.....	114	71	51	847	907	643
Regina.....	222	708	239	1,863	2,366	1,591
Saskatoon.....	222	206	295	1,940	2,234	1,360
Swift Current.....	55	68	96	187	240	216
Weyburn.....	52	23	36	153	158	122
Yorkton.....	72	96	102	807	1,078	712
Alberta	3,062	3,304	2,682	16,938	21,882	12,794
Blairmore.....	32	37	11	219	279	192
Calgary.....	888	804	928	5,758	7,065	3,857
Drumheller.....	51	29	29	321	335	331
Edmonton.....	1,621	1,725	1,273	7,745	10,213	6,511
Edson.....	34	50	43	247	353	331
Grande Prairie.....	53	23	.....	543	1,024	.....
Lethbridge.....	159	415	140	830	1,150	618
Medicine Hat.....	134	116	140	640	680	491
Red Deer.....	90	105	118	635	803	463
British Columbia	2,207	3,298	2,186	45,241	49,900	35,975
Chilliwack.....	27	207	43	1,035	1,090	744
Courtenay.....	43	22	6	1,154	795	575
Cranbrook.....	65	44	52	413	744	342
Dawson Creek.....	15	6	18	489	709	640
Duncan.....	30	30	10	1,320	548	710
Kamloops.....	7	7	22	559	845	485
Kelowna.....	65	76	24	544	599	520
Kitimat.....	38	36	61	233	220	154
Mission City.....	161	983	11	914	864	587
Nanaimo.....	27	29	13	1,373	810	827
Nelson.....	166	180	29	516	550	422
New Westminster.....	196	184	264	6,489	7,575	5,031
Penticton.....	17	20	28	652	755	439
Port Alberni.....	18	49	31	723	538	907
Prince George.....	74	45	70	1,336	2,019	1,024
Prince Rupert.....	14	12	29	683	713	572
Princeton.....	26	23	18	138	194	128
Quesnel.....	19	18	36	648	1,142	352
Trail.....	60	61	49	289	586	608
Vancouver.....	892	972	1,082	20,945	22,650	17,004
Vernon.....	40	69	18	612	1,065	539
Victoria.....	142	148	192	3,944	4,599	3,118
Whitehorse.....	65	77	80	282	290	247
Canada	27,267	33,102	28,552	370,644	390,655	292,492
Males.....	14,673	17,227	14,235	242,582	258,719	185,527
Females.....	12,594	15,875	14,317	128,062	131,936	106,965

¹ Preliminary subject to revision.

^a Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1955-1960

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	155,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	131,772	116,474
1959.....	988,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1959 (7 months).....	556,973	378,034	178,939	36,505	134,443	190,922	125,539	69,564
1960 (7 months).....	520,209	350,026	170,183	45,311	137,264	164,098	111,468	62,068

E—Unemployment Insurance

TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JULY, 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	4.3	17,117	364,685
Prince Edward Island.....	0.8	3,112	60,088
Nova Scotia.....	9.2	36,688	779,012
New Brunswick.....	7.3	29,266	612,764
Quebec.....	70.7	282,940	5,979,174
Ontario.....	86.8	347,211	7,721,264
Manitoba.....	6.9	27,571	566,651
Saskatchewan.....	4.3	17,312	359,917
Alberta.....	10.8	43,132	962,179
British Columbia.....	24.8	99,226	2,296,873
Total, Canada, July 1960.....	225.9	903,575	19,702,607
Total, Canada, June 1960.....	275.9	1,214,155	28,841,961
Total, Canada, July 1959.....	164.8	724,975	14,531,393

TABLE E-2—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, JULY 29, 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Duration on the Register (weeks)							Percent- age Postal	July 31, 1959 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	294,137	97,051	31,513	42,199	29,612	24,477	17,431	51,854	25.1	225,945
Male.....	191,636	69,270	21,436	26,898	18,029	15,679	10,607	29,787	26.6	141,434
Female.....	102,451	27,781	10,077	15,301	11,583	8,798	6,824	22,067	22.5	84,511
Newfoundland.....	5,466	1,157	547	708	552	533	418	1,551	56.9	4,617
Male.....	4,353	959	444	528	434	449	347	1,192	58.9	3,788
Female.....	1,113	198	103	180	118	84	71	359	49.0	829
Prince Edward Island....	857	177	109	170	98	73	45	185	60.0	710
Male.....	561	122	81	117	60	47	26	108	66.3	424
Female.....	296	55	28	53	38	26	19	77	48.0	286
Nova Scotia.....	10,389	2,555	1,206	1,517	990	1,152	635	2,334	39.3	9,207
Male.....	7,707	1,983	945	1,072	729	929	450	1,599	39.9	6,743
Female.....	2,682	572	261	445	261	223	185	735	37.8	2,464
New Brunswick.....	8,185	2,591	1,009	1,223	1,045	1,298	494	1,525	45.1	7,735
Male.....	6,489	1,869	751	817	746	1,070	343	893	48.0	5,513
Female.....	2,696	722	258	406	299	228	151	632	37.9	2,222
Quebec.....	91,476	29,878	9,863	12,494	9,673	7,886	5,993	15,689	25.5	69,992
Male.....	58,723	20,200	6,621	7,629	6,032	5,125	3,949	9,167	27.3	43,281
Female.....	32,753	9,678	3,242	4,865	3,641	2,761	2,044	6,522	22.1	26,711
Ontario.....	117,429	42,260	12,465	17,312	11,148	8,196	6,253	19,795	19.4	89,296
Male.....	75,264	30,737	8,310	11,079	6,329	4,614	3,393	10,802	19.1	54,073
Female.....	42,165	11,523	4,155	6,233	4,819	3,582	2,860	8,993	20.1	35,223
Manitoba.....	8,389	2,009	760	1,133	1,027	870	697	1,893	20.9	6,419
Male.....	4,696	1,221	401	609	610	471	345	1,039	24.6	3,262
Female.....	3,693	788	359	524	417	399	352	854	16.2	3,157
Saskatchewan.....	4,811	978	501	739	619	531	345	1,098	43.9	3,733
Male.....	2,606	532	260	396	342	311	179	586	50.1	1,874
Female.....	2,205	446	241	343	277	220	166	512	36.5	1,859
Alberta.....	12,373	3,583	1,190	1,855	1,356	1,271	878	2,240	28.4	9,538
Male.....	7,886	2,374	808	1,176	791	861	560	1,316	31.4	6,066
Female.....	4,487	1,209	382	679	565	410	318	924	23.2	3,472
British Columbia.....	33,762	11,863	3,863	5,048	3,104	2,667	1,673	5,544	25.5	24,698
Male.....	23,401	9,273	2,815	3,475	1,956	1,802	1,015	3,065	27.4	16,410
Female.....	10,361	2,590	1,048	1,573	1,148	865	658	2,479	21.0	8,288

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, JULY, 1960

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,638	1,202	436	1,535	1,104	431	545
Prince Edward Island.....	291	187	104	305	220	85	85
Nova Scotia.....	5,245	2,454	2,791	6,415	5,418	997	1,115
New Brunswick.....	3,780	2,387	1,393	3,328	2,539	789	1,317
Quebec.....	41,571	24,066	17,505	41,116	32,100	9,016	11,251
Ontario.....	60,731	30,817	29,914	58,014	47,739	10,275	16,130
Manitoba.....	2,918	1,870	1,048	2,897	2,156	741	552
Saskatchewan.....	1,675	1,081	594	1,814	1,268	546	365
Alberta.....	5,299	3,227	2,072	5,407	4,072	1,335	1,399
British Columbia.....	17,287	9,215	8,072	16,617	12,860	3,757	4,252
Total, Canada, July 1960.....	140,435	76,506	63,929	137,448	109,476	27,972	37,011
Total, Canada, June 1960.....	128,465	76,949	51,516	133,641	99,789	33,852	34,024
Total, Canada, July 1959.....	122,278	71,642	50,636	118,304	90,159	28,145	29,633

* In addition, revised claims received numbered 25,601.

† In addition, 24,300 revised claims were disposed of. Of these, 2,274 were special requests not granted and 988 were appeals by claimants. There were 6,113 revised claims pending at the end of the month.

TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1960—June.....	4,014,300	3,717,900	296,400
May.....	3,988,000	3,623,700	364,300
April.....	4,222,000	3,607,100	714,900
March.....	4,307,000	3,484,000	823,000
February.....	4,308,000	3,493,800	814,200
January.....	4,296,000	3,513,500	782,500
1959—December.....	4,295,000	3,609,300	685,700
November.....	4,131,000	3,713,500	417,500
October.....	4,032,000	3,781,400	250,600
September.....	4,019,000	3,817,400	201,600
August.....	3,990,000	3,780,000	210,000
July.....	3,975,000	3,749,100	225,900

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1959—August.....	126.4	120.5	141.9	109.7	122.6	135.3
September.....	127.1	122.4	142.0	109.8	123.1	135.2
October.....	128.0	124.2	142.4	110.5	123.4	135.5
November.....	128.3	123.8	142.6	111.4	123.5	136.9
December.....	127.9	122.4	142.7	111.4	123.7	136.8
1960—January.....	127.5	121.6	142.8	110.2	123.3	136.9
February.....	127.2	120.8	142.9	109.8	123.2	137.0
March.....	126.9	119.4	142.9	110.4	123.4	137.0
April.....	127.5	120.9	143.3	110.8	123.5	137.1
May.....	127.4	120.2	143.5	110.8	123.1	137.6
June.....	127.6	120.8	143.8	110.9	123.0	137.7
July.....	127.5	120.5	143.9	110.8	123.0	137.6
August.....	127.9	121.7	144.0	110.3	123.1	137.7
September.....	128.4	123.3	144.2	110.5	123.3	137.6

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF AUGUST 1960

(1949=100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	August 1959	July 1960	August 1960					
(1) St. John's, Nfld.....	116.0	116.5	116.1	112.1	115.7	109.2	112.1	128.9
Halifax.....	126.4	126.4	126.7	115.4	134.8	120.7	129.6	140.0
Saint John.....	128.1	128.6	129.0	121.4	139.3	119.5	124.3	142.9
Montreal.....	126.9	127.2	127.5	125.0	145.9	104.7	118.5	138.5
Ottawa.....	127.2	128.2	128.3	121.3	148.7	114.2	122.1	137.5
Toronto.....	128.8	130.1	130.3	121.1	153.1	113.6	123.4	140.2
Winnipeg.....	123.4	125.4	125.8	120.9	134.6	116.2	120.2	135.7
Saskatoon-Regina.....	123.5	124.0	124.8	121.4	124.9	123.0	125.8	129.1
Edmonton-Calgary.....	122.8	123.6	124.3	117.6	124.5	120.2	127.1	133.4
Vancouver.....	127.2	127.5	128.3	121.5	138.4	115.6	132.1	136.5

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 763, July issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1955-1960

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
*1959.....	202	217	99,872	2,386,680	0.19
*1959: August.....	28	47	38,656	667,960	0.63
September.....	15	33	30,076	282,490	0.27
October.....	11	29	7,100	67,010	0.06
November.....	8	18	4,392	59,740	0.06
December.....	13	22	3,836	56,050	0.05
*1960: January.....	13	20	3,531	58,440	0.06
February.....	14	25	3,994	50,320	0.05
March.....	19	27	3,237	26,820	0.03
April.....	15	29	2,476	26,870	0.03
May.....	21	38	7,152	74,900	0.07
June.....	24	43	7,309	53,260	0.05
July.....	22	37	5,067	37,770	0.04
August.....	30	42	10,958	129,180	0.12

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, AUGUST 1960, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....			
Fishing.....			
Mining.....	3	68	470
Manufacturing.....	24	5,493	53,460
Construction.....	9	5,066	71,310
Transportation, etc.....	2	281	3,220
Public utilities.....			
Trade.....	3	30	660
Service.....	1	20	60
All industries.....	42	10,958	129,180

TABLE G-3—STRIKES AND LOCKOUTS, AUGUST 1960, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	1	31	160
New Brunswick.....			
Quebec.....	4	1,524	18,940
Ontario.....	25	7,335	94,860
Manitoba.....	4	1,219	7,490
Saskatchewan.....	2	114	1,100
Alberta.....	2	437	3,260
British Columbia.....	2	17	150
Federal.....	2	281	3,220
All jurisdictions.....	42	10,958	129,180

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
AUGUST 1960**

(Preliminary)

Industry — Employer — Location	Union	Workers In- volved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			August	Accu- mulated		
MANUFACTURING— Rubber Products— Kaufman Rubber, Kitchener, Ont.	Rubber Workers Loc. 88 (AFL-CIO/CLC)	345	4, 140	15, 820	June 25 Aug. 17	Wages, union recognition, modified union shop, check- off~Return of most workers.
Clothing— National Garment Manufactur- ers' Association Toronto, Ont.	United Garment Workers Loc. 253 (AFL-CIO/CLC)	600	3, 000	3, 000	Aug. 16 Aug. 30	Wages, vacations~Wage increase, improved vaca- tion provision; employees of some firms returned without contracts.
Iron and Steel Products— Canadian Timken, St. Thomas, Ont.	Steelworkers Loc. 4906 (AFL-CIO/CLC)	322 (70)	4, 350	4, 350	Aug. 12	Wages, working conditions, fringe benefits~
Dominion Bridge, Mount Dennis, Toronto, Ont.	Steelworkers Loc. 3390 (AFL-CIO/CLC)	455	5, 820	5, 820	Aug. 15	Wages, fringe benefits~
Dominion Bridge, Lachine, Longue Pointe, Que.	Steelworkers Loc. 2843 (AFL-CIO/CLC)	1, 385	16, 620	16, 620	Aug. 16	Wages, fringe benefits~
Dominion Bridge, Calgary, Alta.	Steelworkers Loc. 5044 (AFL-CIO/CLC)	302	2, 720	2, 720	Aug. 19	Wages, fringe benefits~
Manitoba Rolling Mills, Selkirk, Man.	Steelworkers Loc. 5442 (AFL-CIO/CLC)	650	3, 250	3, 250	Aug. 25	Wages, fringe benefits~
Manitoba Bridge and Engineer- ing Works, Winnipeg, Man.	Steelworkers Loc. 4087 (AFL-CIO/CLC)	258	1, 290	1, 290	Aug. 25	Wages, fringe benefits~
Dominion Bridge, Winnipeg, Man.	Steelworkers Loc. 4095 (AFL-CIO/CLC)	218	1, 090	1, 090	Aug. 25	Wages, fringe benefits~
Dominion Bridge, Edmonton, Alta.	Steelworkers Loc. 3345 (AFL-CIO/CLC)	135	540	540	Aug. 26	Wages, fringe benefits~
Transportation Equipment— Lucas-Rotax, Toronto, Ont.	Operating Engineers Loc. 1674 (AFL-CIO)	169	2, 280	2, 280	Aug. 12	Wages, improved health plan~
CONSTRUCTION— Kenora and Rainy River Dis- trict Contractors' Association, Fort Frances, Kenora, Rainy River, Ont.	Carpenters Loc. 1669 (AFL-CIO/CLC)	300	6, 600	9, 300	July 19	Wages~
Electrical Contractors' Asso- ciation, Ottawa, Ont.	I.B.E.W. Loc. 586 (AFL-CIO/CLC)	275	5, 170	7, 120	July 22	Wages~
Residential Building Con- tractors, Toronto, Ont.	Four building trades unions	4, 000	56, 000	56, 000	Aug. 1 Aug. 19	Wages~Wage increase.
Five bricklaying firms, Kitchener, Ont.	Bricklayers Loc. 12 (AFL-CIO/CLC)	120	540	540	Aug. 17 Aug. 23	Wages~15c an hour effec- tive immediately, 10c an hour May 1, 1961.
Toronto Chapter of the National Warm Air Association, Toronto, Ont.	Unorganized	275	2, 060	2, 060	Aug. 23	Wages, hours~
TRANSPORTATION, ETC.— C.P. Merchandise Services, Various points, B.C.	Railway Clerks, various locals (AFL-CIO/CLC)	250	2, 750	2, 750	Aug. 17	Union representation~

Figures in parentheses indicate the number of workers indirectly affected.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE SECOND QUARTER OF 1960 BY GROUP OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....													
Struck by—													
(a) Tools, Machinery, Cranes, etc.....						2							2
(b) Moving Vehicles.....	1	2		2	3	7	1	1					6
(c) Other Objects.....	2	7		7	2	2		1					28
Caught In, On or Between Machinery, Vehicles, etc...	1	12		6	2	2		2	2		1		28
Collisions, Derailments, Wrecks, etc.....	12	5			3	6		14	3		3		46
Falls and Slips—													
(a) Falls on Same Level.....		1			2			1					4
(b) Falls to Different Levels.....	5	12	4	4	6	11		7	5		5		59
Conflagrations, Temperature Extremes and Explosions				3	1	1			1				6
Inhalation, Absorptions, Asphyxiation and Industrial Diseases.....	1			10	2			1	1				15
Electric Current.....	1			2	2	6	8	1					20
Over-Exertion.....													
Miscellaneous Accidents.....				1				2			2		5
Total, Second Quarter 1960.....	23	37	4	35	21	37	9	29	13		11		219
Total, Second Quarter 1959.....	20	38	41	43	43	70	9	42	8	1	19		334

TABLE H-2—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1960

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....				1	1	12	2	4	3			23
Logging.....				1	1	4			1	30		37
Fishing and Trapping.....	1		3									4
Mining and Quarrying.....			3		2	12	2		6	10		35
Manufacturing.....			1		6	11	1		1	1		21
Construction.....	1			6	6	15	1	3	4	7		37
Public Utilities.....	1			1	1	2		1		3		9
Transportation, Storage and Communications.....			2	1	6	8	1		3	6	2	29
Trade.....	3				2	6		1		1		13
Finance.....												
Service.....						7			1	3		11
Unclassified.....												
Total.....	6		9	4	25	77	7	9	19	61	2	219*

*Of this total 156 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 63 were obtained from other, non-official sources.

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